

LEVEL III

AD-E750045

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
	AD-A093082	
4. TITLE (and Subtitle)	5. TYPE OF REPORT & PERIOD COVERED	
Women in the Army ✓	6 June 1980	
7. AUTHOR(s)	6. PERFORMING ORG. REPORT NUMBER	
Riolo, Augustine G., Major, USA	8. CONTRACT OR GRANT NUMBER(s)	
9. PERFORMING ORGANIZATION NAME AND ADDRESS	10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS	
Student at the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas 66027		
11. CONTROLLING OFFICE NAME AND ADDRESS	12. REPORT DATE	
U.S. Army Command and General Staff College ATTN: ATZLSW-DC-MS	6 June 1980	
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)	13. NUMBER OF PAGES	
	15. SECURITY CLASS. (of this report)	
	Unclassified	
16. DISTRIBUTION STATEMENT (of this Report)	15a. DECLASSIFICATION/DOWNGRADING SCHEDULE	
Approved for public release; distribution unlimited.		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
Approved for public release; distribution unlimited.		
18. SUPPLEMENTARY NOTES		
Master of Military Art and Science (MMAS) Thesis prepared at CGSC in partial fulfillment of the Masters Program Requirements, U.S. Army Command and General Staff College, Fort Leavenworth, Kansas 66027		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number)		
Women, Women in the Army, History of Women, WITA, Health of Women Soldiers, Policies Towards Women Soldiers, Personnel Management of Women Soldiers		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number)		
See reverse.		

AD A093082

DDC COPY

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

This study examines the historical background, the present situation and the future indicators of the role women will play in the Army. It addresses the series of events that have contributed to the expanded utilization of women. The thesis presents the situation faced by the Army today by reviewing the health, pregnancy, nontraditional role, fraternization and conscription problems.

Research has revealed that the greatest inhibitor of the expanded use of women has been men. However, the volunteer Army has sped the utilization of women to a goal of 96,400 by FY 1985. Some problems continue to exist, but are steadily being addressed. The study concludes that women are now an integral part of the Army and must be so recognized.

Accession For	
NTIS GRA&I	<input checked="checked" type="checkbox"/>
DTIC TAB	
Unannounced	
Justification	
By	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
A	

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

Women in the Army

Augustine G. Riolo, Major, USA
U.S. Army Command and General Staff College
Fort Leavenworth, Kansas 66027

6 June 1980

Approved for public release; distribution unlimited.

A Master of Military Art and Science thesis presented to the faculty of
the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas
66027

WOMEN IN THE ARMY

A thesis presented to the Faculty of the U.S. Army
Command and General Staff College in partial
fulfillment of the requirements for the
degree

MASTER OF MILITARY ART AND SCIENCE

by

AUGUSTINE G. RIOLO, MAJ, USA
B.A., Benedictine College, 1973
M.A., Central Michigan University, 1979

Fort Leavenworth, Kansas
1980

80 12 19 038

MASTER OF MILITARY ART AND SCIENCE
THESIS APPROVAL PAGE

Name of candidate Augustine G. Riolo, Major, USA

Title of thesis Women in the Army

Approved by:

Colonel Joel E. L. Roberts, Thesis Committee Chairman

Major James G. MacLachlan, PhD, Member, Graduate Faculty

Major W. Stewart Towns, PhD, Member Consulting Faculty

Accepted this 11th day of June 1980 by Philip J. Broderick
Director, Graduate Degree Programs.

The opinions and conclusions expressed herein are those of the student author and do not necessarily represent the views of the U.S. Army Command and General Staff College or any other governmental agency.

ABSTRACT PAGE

WOMEN IN THE ARMY, by Major Augustine G. Riolo, USA, 52 pages.

This study examines the historical background, the present situation and the future indicators of the role women will play in the Army. It addresses the series of events that have contributed to the expanded utilization of women. The thesis presents the situation faced by the Army today by reviewing the health, pregnancy, nontraditional role, fraternization and conscription problems.

Research has revealed that the greatest inhibitor of the expanded use of women has been men. However, the volunteer Army has sped the utilization of women to a goal of 96,400 by FY 1985. Some problems continue to exist, but are steadily being addressed. The study concludes that women are now an integral part of the Army and must be so recognized.

ACKNOWLEDGEMENTS

For their professional approach and great assistance in completing this thesis, I would like to thank Colonel Joel E. L. Roberts (QM) Chairman, Major James G. MacLachlan (IN) and Major Stuart Towns (CA), members of my research committee. Their coaching and questions resulted in a most valuable learning experience that will not be forgotten.

I would also like to thank Lieutenant Colonel John C. Robinson, (AGC) my CGSC faculty advisor for his assistance and support throughout the academic year.

And to all my classmates who were never at a loss for opinions; thanks.

TABLE OF CONTENTS

INTRODUCTION	i
Chapter	
I. AN HISTORICAL OVERVIEW	1
II. WORLD WAR II TO PRESENT	11
III. CURRENT AND FUTURE ASPECTS	18
IV. CONCLUSIONS AND RECOMMENDATIONS	39
BIBLIOGRAPHY	44
APPENDIX A	49

INTRODUCTION

Since the inception of the Volunteer Army, the Army has steadily increased its population of women soldiers. While this effort has been both applauded and criticized, the fact is that the United States Army is the first Army in history to use women as they do men. This unprecedented fact is the subject of this thesis.

This overview of military women examines the historical background, the present situation and the future indicators of the role women will play in the Army. It addresses the series of events that have contributed to the expanded utilization of women. It is not intended to portray the complete history, present circumstances, or future aspects of Army women, but rather, to outline the major advances women have made in the Army.

There are three basic reasons for the current increasing numbers of women soldiers. First, the declining number of the eligible male population requires the Army to look for alternate forms of manpower resources. Second, society, with assistance from the women's movement, has demonstrated a willingness to expand the role of women in the United States. Finally, since the Army has moved to an all volunteer force, women are volunteering at an increasing rate.

The ramifications of women in the Army has been felt from the Chief of Staff down to the newest recruit. Countless staff papers have been written, tests have been performed, and numerous recommendations have been made offering "solutions" to the problems associated with women in

the Army. The result has been continuous expansion of Army womenpower requirements with no apparent end in sight.

No country, not even Russia or Israel, has ever made a conscious decision to include women as a part of the force in time of peace. It is true that Russian women served in combat in World War II, however, today they serve only as nurses and clerks. Israel drafts its women, but with the express purpose of doing jobs men are not required to do. The United States recruits to fill jobs, with either men or women.

This thesis is designed to present an understanding of the situation faced by the United States Army today. Some hard questions have been asked, but adequate answers have not been found. This research is meant to initiate deeper thought into current policy and action, and provide a basis for decision making.

CHAPTER ONE

AN HISTORICAL OVERVIEW

Few books have been written which outline the history of military women. Individually, female soldiers of world renown have been immortalized for their contribution to this battle or that war. The history of women in war is found in few places and apparently is derived from old newspaper accounts, rumor, and traditional tales. Few books can authoritatively recount the details of women's involvement as soldiers because of a lack of facts. Available facts are usually shrouded in storybook accounts of daring feats of courage and strength.

Nonetheless, there is an historical account that should be recounted for the benefit of perspective. It is in this historical account that one can see no precedence for what the United States is doing in the assimilation of women into the military service.

This is not to say that women as a group have not been involved as soldiers before. Indeed, there were the legendary Amazons of ancient Greece, who were said to be a tribe of women warriors. Their military skill during the Trojan War were said to have been a contributing factor to the Greek victory. During later times there were also supposed tribes of African women who were known for their military skills. Little is known of these women, but their abilities were said to be comparable to those of the Amazons. (1-15)

From ancient Greece to the 14th century there appears to be a total void in the participation of women in war. While there were many wars, women apparently did not soldier during these centuries. (1-16)

In the 15th century, Joan of Arc was the first, and probably the most notable of women soldiers to emerge, in fact, she reopened the history of women soldiers. However, from this point in history forward, each instance of women in war became an individual rather than a group accomplishment, for by this time society had evolved to the point of excluding women from war.

Individually, their accomplishments have been notable. Joan of Arc inspires the French to this day. Queen Isabella of Spain is credited with the development of artillery, the modern use of infantry and engineers, long line logistical support and the first field hospital. Kerran Hasseler led a Dutch garrison against the Spaniards and remains renown in Holland. English women such as "Trooper Mary" and Phoebe Hassel are well known in England. In fact, each European country has a few notable women soldiers who either won battles or served in war. In every case these individual women were the exception to the rule. Nowhere were women supposed to be involved in combat service to their country, and those that were, were either the soldiers of Kings, such as Joan of Arc, or passed themselves off as men. (1-20)

For varying reasons these women were interested in the military. Some simply enjoyed the adventure, while others were victims of the situation. Many were wives following their husbands, a common practice at that time. The fact that they were written about at all indicates their accomplishments were extraordinary, certainly not the norm of society. Those individual exploits in European warfare were no less than in this country.

Officially, there had been no true American women soldiers, until the First World War. Of course American history mentioned Deborah Sampson Gannett and Molly Pitcher as combatants in the Revolutionary War, but these women were victims of their husbands situation and were not soldiers. While the American press popularized the women soldier idea, much as the European press did, the official United States government position remained that there had been none. (2-2)

The forerunners of American servicewomen can be traced to pre-Revolutionary War years. Although it was not until World War I that women served in the United States Armed Services in any organized capacity, women have assisted men in every war since before the Revolution. In the French and Indian War for example, each regiment was allotted 40 women to serve as clerks, laundresses and other related activities. (2-5)

In addition, there were a number of women campfollowers and wives of male soldiers who would follow the regiments from place to place. These women, some sanctioned and some not, were allotted regimental rations and did the cooking and washing for the men. (3)

In 1775, General George Washington sponsored legislation creating an Army hospital department which employed women as civilian nurses. Women were similarly employed during the Civil War and the Spanish American War without any further type of formal organization. In fact, until World War I, the only capacity in which women could be utilized was as canteen operator, civilian clerk, laundress or nurse. (2-4)

Yet there remains a precedent. If Joan of Arc, or any other woman could be soldiers, what precludes other women from military service? It is true that women soldiers had been an aberration in society. When women

soldiers were discovered they were idolized by historians, and if history has been correctly cited, by the people they defended. The answer undoubtedly lies in their individuality, for as single women in war they were volunteers. They chose, either by design or by situation, to carry the sword or fire the cannon. Individually, society can accept this fact, and applauds the service these women have rendered. Yet an organized group, society has not been willing to accept women soldiers.

The advances of the Industrial Revolution not only mechanized warfare for men, but also attracted women to work outside the home. By the time of World War I, civilian women had a virtual monopoly over such skills as clerks, typists, and telephone operators. (4-B-2 and 6-2-3)

Prior to World War I mobilization, General John J. Pershing was experiencing difficulty in filling Army clerical and telephone skills with men. To use men in these roles was to deny a fighting man to the front lines, thus hurting the war effort. At his request, 100 civilian contract women were sent to Europe to meet these needs. Similar requests were made by both commanders and staff officers, but met with opposition from high-ranking officials of the War Department as "unwise and highly undesirable." In addition, proposed legislation introduced in Congress to provide additional women to the American Expeditionary Force met with the following War Department memorandum in opposition to the bill: "The enlistment of women in the military forces of the United States has never been seriously contemplated and such enlistment is considered unwise and highly undesirable... the action provided for in this bill is not only unwise, but exceedingly ill-advised." (2-8)

The Navy Department, taking the opposite approach from the Army, recognized the potential of freeing men for ship duty and willingly employed approximately 13,000 women volunteers as clerks, stenographers, typists and telephone operators. These women were accorded full military rank and status for the first time in American military history. At the conclusion of World War I, these groups were disbanded and the services returned to all-male status. The Army Nurse Corps, established by Congress in 1901, did remain on active duty, but they served without full officer status, equal pay or other benefits. (2-6&7)

The return to all-male status did not satisfy organized women's groups, active during the war, and in 1920, they succeeded in pressuring the Army to appoint a Director of Women's Relations under the office of the G-1 General Staff. The position was established strictly as a civilian advisor, with no military affiliation, but rather with the purpose of preparing studies and representing the Army before women's groups.

To fulfill this requirement the Army appointed Miss Anita Phipps, the daughter of an Army family and a woman prominent in the women's movement of her time. She became a vigorous administrator within the G-1 office and influential with the women's groups she talked to. This vigor and influence allowed her to gain lipservice concessions from the G-1, but no action. Her recommendations and staff studies were frequently filed without further action. Typical of her frustration, she recommended and received approval for the establishment of women civilian aides to assist the Army in its representation in each State. However, before her plan could be implemented, the Army reversed itself because of the threatened resignation

of male civilian aides, and the outcry of the clergy and Army officers in high places. Finally, in 1931, after 10 frustrating years as Director of Women's Relations, Miss Phipps' service, already slowed by ill health, was terminated by Chief of Staff General Douglas MacArthur, who informed the Secretary of War that he considered her duties to be of no military value. (2-12)

In a correlary action, not related to Miss Phipps' duties, the G-1 appointed Major (later Major General) Everett S. Hughs as the chief Army planner for a Women's Corps and to conduct a study entitled, "Participation of Women in War." (2-13) The results of Major Hughs' study advocated the use of women, stating that the more total the war the more total the involvement of women.

Major Hughs' study made solid recommendations. For example, he stated that no amount of wishful thinking could avert the necessity for using women in the next war because of social and economic trends beyond the nation's power to reverse. He refused to define a detailed solution until the situation was known, thus forstalling debate on whether women should enter the combat zone, until it was known what the combat zone might include. He advocated training women, not only marching drill, but also in Army thinking, and conversely, to train men to understand the problems of militarization of women. He was for full integration of women into the men's Army with the same uniform and privileges, stating: "Why not take the whole step and do the thing right." (1-14) In fact, his study prophesized what would eventually become reality in World War II, but his findings and recommendations went largely ignored for fourteen years.

Finally, in late 1939, as the world was gearing up for World War II, the G-1 General Staff, apparently unaware of the Phipps or Hughs studies, conducted a new staff study of women, entitled, "Women with the Army (Emergency)," (2-15) modeling the organization along the lines of the Civilian Conservation Corps.

The main theme of the 1939 staff study was that under no circumstances should women be given full military status, but instead be organized as "quasi military female organization." Their probable duties should include hostess, librarian, canteen clerk, cook, waitress, chauffeur, messenger and strolling minstrel. (1-15) But again, there was no interest in the study results, and it was filed for future reference as previous studies had been.

The advent of World War II created a new interest in women for military service. After the fall of France in 1940, the War Department was barraged with letters and telegrams from women's groups in support of women's forces. Even Mrs. Eleanor Roosevelt had suggested that American women should be used in antiaircraft barrage work, much as the British women were used, and in a separate proposal recommended the organization of women into a pool for allocation to one of the services, not under service control, but under the control of either Civil Defense or a similar organization.

Supported by this barrage, Congresswoman Edith Nourse Rogers of Massachusetts, a long time advocate of women's issues in Congress, took up the standard and threatened the disinterested and unwilling War Department with a bill introducing the Women's Army Auxillary Corps (WAAC). In order

that the Army could maintain control over this sensitive issue, General George C. Marshall agreed to prepare a bill for introduction by Congresswoman Rogers. In May 1942, after considerable verbal opposition and foot-dragging from men in both the Congress and the Army Staff, HR 4906, "A Bill to Establish the Women's Army Auxillary Corps," was passed. During the same month the first Director of the WAAC, Oveta Culp Hobby was appointed. Mrs. Hobby, coeditor and publisher of a Texas newspaper, had been "virtually drafted" to establish a new Women's Interest Section in the War Department. She had done such good work there, that General Marshall enlisted her aide and support to smooth the way for HR 4906 with Mrs. Roosevelt and Congress. In effect, she became the only female representative of the War Department in negotiations with Congress, and is credited with spearheading the final passage. (2-21)

Shortly thereafter, in July 1942, the Congress established the Women Reserves of the Navy (WAVES). The WAVES legislation, designed to attract more qualified volunteers, offered women benefits equal to men, something the Army did not offer the WAAC. To resolve this policy issue, Congress, in the summer of 1943, passed new legislation establishing the Women's Army Corps as a branch of the Army. This law, however, did not grant equal status, but rather limited duty status. For example, the WAC was to last only for the duration of the war plus six months; it was limited to women aged 20 to 50 years; its director could never be promoted above the rank of Colonel; and women officers could not command men. (2-220)

Although previously established patterns dictated women to work in clerical or administrative fields, in practice, women were employed in over

274 of 408 different occupational areas. This practice was necessary due to the ever increasing requirements for able bodied men to fight at the front. (4-B-8)

During World War II approximately 350,000 women served on active duty with one of the six military components, comprising almost 3% of the 12 million person force. The Army had approximately 156,450 women in the force, working in every conceivable field. (4-B-15)

With this perspective on the Army through World War II, we see an emerging dependence on the utilization of women soldiers. It is here that the Army begins to make its commitment to women, but as we shall see in the next chapter, it would be another 26 years before it could be truly said that the Army had integrated women into the force.

END NOTES

CHAPTER ONE

1. Women in Battle, John Lafflin, Abelard Schuman, 1967.
2. The Women's Army Corps, Mattie E. Treadwell, Office of the Chief of Military History, Department of the Army, Washington, D.C. 1954.
3. Women Campfollowers of the American Revolution, Walter Hart Blumenthal, Arno Press, 1974.
4. Utilization of Military Women, Department of Defense, Central All Volunteer Task Force, 1972.

CHAPTER TWO

WORLD WAR TWO TO PRESENT

As World War II drew to a close, so did utilization of women. However, the services saw a potential for the further use of women in the active force in peacetime, and in 1948, through the Women's Armed Forces Integration Act, offered permanent service to women in a strength of not more than 2% of the parent service. The purpose of this act was to offer a mobilization base of trained personnel to facilitate the rapid recruitment, assignment, and utilization of volunteer women in case of war or national emergency; and to make available the skills of women for the accomplishment of the peacetime mission of the Army. (1-290)

Through the 1950's and 1960's the situation remained generally stable. The Army did increase its women force during the Korean War; this increase was basically found in the medical services. Even through the 1960's portion of the Viet Nam War, the Army was content to follow the 1948 Congressional lead and not institute further policy changes in what was considered a satisfactory situation. Not until the early 1970's was any increase even considered, but at this point, the considerations were with voluntarily manning the force, not with mobilization. (2-i)

Until 1978, the only remaining legal barrier concerning women, since the Congressional lifting of women strength limitations in 1967, was Title 10 U.S. Code. (11-27) Title 10 limited the utilization of women in the Air Force and Navy by restricting their assignment from aircraft engaged in combat, and ships, other than hospital ships and transports. Although

not included in the law, the Army interpreted this law as containing specific Congressional intent which, in effect, limited the assignment of women to occupations that would not be subject to hostile fire. The Air Force and Navy, under this strict limitation, could not employ a woman force larger than the law allowed. The Army policy in turn, was clearly within the Congressional intent of the law.

In 1977, after considerable study and deliberation the Army decided to change its policy to allow women a wider role in a broad range of occupational specialties. The Department of Defense took action in 1978 to recommend a Congressional amendment to Title 10, section 6015/8549 that would allow the Service Secretary to make the determination where women could be employed within the respective service. Concurrently, a 1977 bill, HR 10060, was introduced in the House of Representatives that would amend Title 10 to allow the services to determine the utilization of women. This bill was not acted upon, and before House action could be taken, a Class Action Suit, Owens vs Secretary of Defense, U.S. District Court, Washington, D.C. 1978, was brought by women of the Navy to strike down the law. Judge John Sirica, deciding for the plaintiffs, enjoined the services to utilize women aboard noncombat ships of the line. In his decision, Judge Sirica asked the services and Congress to establish new rules, using the Owens case as the precedent. Congress in turn asked the services for a definition of combat that it could use to determine the extent of the amendment necessary to resolve the issue. In response to the Congressional request Department of Defense, in a 14 February 1978 letter to Speaker of the House Thomas P. O'Neill Jr, defined combat as "engaging an enemy or being engaged

by an enemy in armed conflict." Defense went on to say that under current practices, a person is considered to be "in combat" when he or she is in a combat area designated as a combat/hostile fire zone by the Secretary of Defense. Defense summarized the definition of combat by saying that since the word had been historically used to include a broad range of activities, Defense did not believe that the term provided a useful basis for expanding the opportunities for women in the service. Instead, Defense again asked for repeal of Title 10 and to authorize the Service Secretaries to set policy for, monitor, and review the assignment of women within their respective departments. In November 1979 the House Armed Services Committee, Subcommittee on Military Personnel, held hearings on the request and as yet have not announced their conclusions.

The Army was not provoked to action because of equal rights issues, but because of dwindling civilian male resources. (2-i&9-16) In 1973 when the draft was allowed to lapse, the services were faced with inter-service competition for fewer and fewer enlistment eligible men. Naturally, in their effort to fill the ranks, each service had to look for other resources. Women, comprising 51 percent of the national population, were an available resource that could easily be enlisted at less advertising cost than their male counterpart. (3-24) The fact that women's rights issues were becoming more and more fashionable, only seemed to apply more pressure to the Army for full and equal participation at a faster rate.

There were about 4.1 million 18 and 19 year old women in the United States in the early 1970's; the age group from which the Army prefers to draw most of its recruits. Of this total, an estimated one million were

single high school graduates, in the labor force and not enrolled in college. About 420,000 of these women could be expected to qualify for service in the Army. (4-6-25) With this information, the Army had a well qualified, readily accessible resource that could fill many positions without violating the policies on exclusion of women from combat.

With this knowledge, the Army began to increase its women enlistments in 1972 and developed "glide path" plans to double the woman force over the five year period from 1972 to 1977. (2-4) These plans were at the time adequate to meet the established goals of the Army and reduced outside pressure to move faster. In early 1977, the Army revised its goals for the next five year period upward at the direction of the Department of Defense. (3-19) This revision established another 50 percent increase in women goals through 1982.

The Brookings Institution study on Women and the Military, (4) took a much more liberal view of what the services could accomodate in their ranks. In their opinion, the services' potential utilization could be increased to an estimated 500,000 military enlisted jobs as compared to the 117,000 approved by the services. (4-8-10) While their figures were accepted by their supporters outside the military, the inside view was that 500,000 female service members would be far too many women without adequate study of the implications they would have on the combat effectiveness of the services. This concern is still at issue within the Department of Defense.

Of increasing concern to the services was the effect of the Equal Rights Amendment. Although the amendment had been proposed since 1923 (2-G-6), it did not pass through Congress until 22 March 1972. Until that

time, there was little consideration given to the effect of the amendment on the services, but, with the increasing pressure of organized women's groups, the Equal Rights Amendment stood to break the remaining barriers against women, both inside and outside the Department of Defense. (5-1556 and 9-10) In 1971 Assistant Attorney General of the United States William H. Rehnquist, provided Congress with a legal interpretation of the probable effects the amendment would have on the military draft. In his opinion, women would legally be draftable, and permitted to volunteer on an equal basis for all sorts of military service, including combat duty. (2-G-9) Since draft authority had lapsed, this point was moot, but, if the Equal Rights Amendment is finally ratified the volunteer aspects of this legal opinion may cause the services later problems. (5-1550 and 11-27)

The key remaining issue is the involvement of women in combat. The Army has rested its limitations of women on the combat question and has been successful to this point. (7-115-116) There is, however, a strong interest in Congress and women's groups to open all occupations to women. But, without the Equal Rights Amendment, recent events prove this course of action is not very likely.

The foregoing two chapters have provided a background for what lies ahead. As can be seen from our history, we have not been overly encouraging about the role women play in the Army. Both Congressional and military incrementalism has stood in the way of expanding the use of women. Legislation designed to limit the women force was not lifted until 1967. Even when lifted, no real action to enlist women was begun until the Army was required to live without a draft. Yet, now that Army authorizations are falling,

to meet what can be recruited, the Army cannot find enough women who want to enlist in nontraditional soldier skills. This will be discussed in more detail in the next chapter.

END NOTES

CHAPTER TWO

1. The Women's Army Corps, Mattie E. Treadwell, Office of the Chief of Military History, Department of the Army, Washington, D.C., 1954.
2. Utilization of Military Women, Department of Defense, Central All Volunteer Task Force, 1972.
3. Use of Women In the Military, CDR Richard Hunter, Department of Defense, 1977.
4. "Women and the Military," Martin Blinken and Shirley T. Bach, Brookings Institute, 1977.
5. "The Equal Rights Amendment and the Military," Yale University, Yale Law Journal, Vol. 82, 1978.
6. "Changing Role of Women In the Military," Nancy Goldman, American Journal of Sociology, Vol. 78, 1973.
7. "The Utilization of Women In the Military," Nancy Goldman, American Academy of Political and Social Science Annuals, Vol. 604, 1973.
8. "Army Women and a Decade of Progress," Mildred C. Baily, Army, Vol. 24, 1974.
9. "Women in the Armed Forces," Kate E. Arbogast, Military Review, Vol. 53, 1973.
10. Women in the Military, U.S. Air Force, U.S. Air Force Academy, 1975.
11. "Women in Defense," Commanders Digest, Vol. 18, 1975.

CHAPTER THREE

CURRENT AND FUTURE ASPECTS

With the historical features of this thesis established in the foregoing two chapters, it is necessary to establish some of the more important current and future policy aspects relating to women soldiers. The reader is cautioned that at this point in the thesis I turn more to my own opinion and expectations. I take this turn not because of any deep expertise in the field of managing women soldiers, but rather from the standpoint of having worked and studied this area of personnel management for the past four years, as a staff officer and a student.

In turning to the management policies pertaining to women soldiers, it should be understood that the policies discussed here are not all inclusive of the many questions that have been raised about the effect of women soldiers upon the Army. The policies are, however, more important than most and are representative of the changes now taking place in the Army.

HEALTH OF WOMEN SOLDIERS

One of the most understudied areas dealing with women soldiers is their overall health. This subject should, however, surface as one of the most significant, in both personnel readiness and cost to the Army. Without a doubt, womens' health, in conjunction with physical standards and pregnancy could well be the most significant long range detractors to the utilization of women soldiers. Womens' health at the aggregate Army level

is serious enough, but when transposed to the major command level, in low density occupations or in key positions, their health status may be an important factor in the Army's future readiness status.

The thrust of this section can be likened to a 1977 USA Military Personnel Center Study (Unpublished) dealing with lost time of men versus women. While the MILPERCEN study was inconclusive, it did tend to support women as having less lost time than men. The significance of this section then, appears to raise the question again, based upon the statistics represented below. Unfortunately, only two months worth of data is available, for tables one through four, however, with additional data provided by Walter Reed Army Medical Center (table five) and the annual 1979 Surgeon General health statistics (table six) a definite trend can be seen.

My analysis of the Surgeon General Individual Patient Data System (1) for December 1978 and January 1979 shows that women have more than twice the medical requirements of men. On an Army wide basis, women have a disease and injury rate ratio of 2.5 times that of men. Table one data represents the worldwide disease and injury rate per 1000 men and women. The additional data to December 1978 and January 1979 was extracted, in the table format, directly from the Individual Patient Data System statistics.

TABLE ONE

WORLDWIDE DISEASE AND INJURY RATE PER 1000

	<u>THIS MONTH</u>		<u>LAST MONTH</u>		<u>THIS MONTH LAST YEAR</u>	
	M	F	M	F	M	F
JAN 78	104.7	294.8	*	*	*	*
FEB 78	212.5	446.7	*	*	*	*
DEC 78	94.9	243.5	93	233.5	98	275.9
JAN 79	132	332.8	94.9	243.5	104.7	294.8

* Data not available

In table two the average number of men and women on hospital rolls is represented. Again this table illustrates the higher number of women versus men.

TABLE TWO

WORLDWIDE NONEFFECTIVE RATE AND HOSPITALIZATION RATIO

AVERAGE NUMBER ON HOSPITAL ROLLS PER 1000

	<u>JUL-DEC</u>		<u>JUN-NOV</u>		<u>JUL-DEC LAST YEAR</u>	
	M	F	M	F	M	F
DEC 78	4.0	8.6	4.1	8.9	4.4	9.8
JAN 79	4.2	9.0	4.0	8.6	4.4	10.2

In table three the Influenza rate per 1000 is shown by major command. Once more the data supports the conclusion.

TABLE THREE

ACUTE UPPER RESPIRATORY INFECTIONS, INFLUENZA PER 1000

	<u>WORLDWIDE</u>		<u>CONUS</u>		<u>OVERSEAS</u>	
	M	F	M	F	M	F
DEC 78	14.1	31.0	22.1	44.6	1.6	3.7
JAN 79	34.7	82.6	55.3	123.5	2.5	7.1
	<u>TRADOC</u>		<u>FORSCOM</u>		<u>EUROPE</u>	
	M	F	M	F	M	F
DEC 78	58.9	101.6	1.5	2.4	1.5	3.9
JAN 79	141.4	228.4	7.6	58.3	2.8	8.6

In table four, while the statistics may not be comparable because of male/female biological differences, it does demonstrate the huge number of women affected by gynecological problems and translates to further readiness problems.

TABLE FOUR

MALE/FEMALE GENITAL DISORDERS PER 1000

	<u>WORLDWIDE</u>		<u>CONUS</u>		<u>OVERSEAS</u>	
	M	F	M	F	M	F
DEC 78	3.8	33.1	4.2	35.6	3.2	27.9
JAN 79	4.0	33.5	4.3	37.9	3.7	25.3
	<u>TRADOC</u>		<u>FORS COM</u>		<u>EUROPE</u>	
	M	F	M	F	M	F
DEC 78	4.4	38.3	3.9	28.3	3.8	32.2
JAN 79	5.7	43.2	3.8	36.6	4.0	29.8

In 1978 Dr. Joseph M. Rothberg, a Research Mathematician at Walter Reed Army Medical Center in Washington, tabulated the annual medical non-effectiveness rate of men versus women soldiers. (3) Table five illustrates his tabulations.

TABLE FIVE

MEDICAL NONEFFECTIVENESS RATE

		M	F	RATIO
TOTAL DAYS	CONUS	1952	4203	2.15
	OVERSEAS	1183	3870	3.27
CONVALESCENT AND INPATIENT DAYS	CONUS	1573	2810	1.78
	OVERSEAS	954	2587	2.73
QUARTER DAYS	CONUS	379	1393	3.66
	OVERSEAS	229	1282	5.57

In total noneffective days women were 2.15/3.27 times more noneffective than men in CONUS/overseas respectively. In the area of convalescent and inpatient days women were 1.78/2.73 times more noneffective. Most alarming though are the rates of quarters days accumulated by women. Women were 3.66/5.57 times more noneffective than men in this area. But, in table six it gets worse. Table six is the 1979 annual noneffectiveness rates per one thousand soldiers. While I am unable to correlate the 1979 data to the 1978 data provided by Dr. Rothberg, the point of this writing illustrates that women appear to be less healthy than men, and may well experience more lost time.

TABLE SIX

NONEFFECTIVENESS RATES
JANUARY-DECEMBER 1979

DISPOSITIONS		TOTAL SICK DAYS		TOTAL BED DAYS		AVERAGE SICK DAYS PER CASE DURATION	
M	F	M	F	M	F	M	F
154.6	378.1	2526.3	4635.3	1569.2	2319.9	3.3	12.3
AVERAGE BED DAYS PER CASE LENGTH		AVERAGE DAILY PATIENT LOAD		CONVALESCENT LEAVE DAYS		ABSENT SICK DAYS	
M	F	M	F	M	F	M	F
3.3	6.1	4.3	6.4	534.5	1910.5	45.3	75.2

In another important area of health, a 1977 study by the Department of Psychiatry Walter Reed Army Medical Center concluded that women require more than twice the psychiatric services of men. (2)

The data in tables one through six speaks for itself. In the Health of the Army reports reviewed, the fact that women require more than twice the medical care of men is supported. The rates shown here are representative of a long term trend, and support the hypothesis that women require significantly more medical care as compared to men.

This conclusion then invites additional questions. How much does this cost? Does the Army have enough doctors? Can these requirements be sustained in war? What effect would not treating a women's soldiers complaint have on her ability to work? If not treated, could the rates of disease and injury be expected to increase? What additional medical personnel and equipment is required to service a Division or Corps? Needless to say the questions are endless, but the ramifications of women's medical requirements upon the Army must be measured.

In addition to the statistics outlined above, the history of women in the Army since World War II identifies women's health, both physically and mentally, as a significant area of loss in both personnel and readiness; (4&5) yet this situation continues. And as the number of women soldiers increase, so do the physical and mental problems they bring to the Army.

PHYSICAL STANDARDS

In 1976 the Deputy Chief of Staff, Personnel tasked the Training and Doctrine Command and the Surgeon General/US Army Institute for Environmental Medicine to conduct a study on gender free physical standards and baseline physical training requirements. The purpose of the, as yet unpublished, study was to establish a single physical standard for each MOS that a soldier must perform in order to hold the MOS. The US Army Institute

for Environmental Medicine (USARIEM) developed a baseline cluster containing the following common soldiering tasks:

1. Eight kilometer march.
2. Dig one man emplacement.
3. Lift and carry 50 pounds, 50 meters, 8 times.
4. Run 75 meters.
5. Low/high crawl 75 meters.

The physical fitness standard which correlates to these common soldiering tasks are:

1. One mile run in 10 minutes.
2. Pushups extended - 22.
3. Situps - 28.

These standards are being tested for implementation in 1980/81.

Concurrent with the physical standard study was an effort to place some type of strength measuring device in the Armed Forces Entrance and Examining Station to determine if the applicant was physically capable of performing an occupation prior to enlisting in that occupation. On an interim basis, an X-Factor test developed by the Air Force was used to measure physical strength. This test included three levels of strength:

1. Ability to lift 70 pounds to six feet.
2. Ability to lift 40 pounds to elbow height.
3. Ability to lift 20 pounds to elbow height.

Unfortunately, this test failed to predict performance or success in basic training because it was incapable of resolving various levels of fitness for occupational qualification. However, a behavioral questionnaire

developed by USARIEM and tested at selected Armed Forces Examining Entrance Stations did serve to predict occupational fitness qualifications and will undoubtedly be included in the ultimate AFEES test package for future enlistees.

The significance of this study effort, and ultimate value to the Army, after more than 200 years, will finally provide a definitive series of physical standards that will qualify enlistees, physically train soldiers, and maintain a soldier fitness level that serves the Army mission. Its value in the near term to women soldier programs is the establishment of a gender free standard that will satisfy the question of whether or not a woman can perform in an MOS. The answer to this question will take away the sceptic's final argument against women soldiers, i.e., their physical capability.

Womens' physical ability, versus that of men, has been the subject of numerous tests, and it is upon these tests that men's skepticism about physical capabilities is based. Women's overall body strength is 64% that of men's, upper body strength 60% that of men, women's endurance is 67% that of men's and they have a lower extremity and trunk strength of 72% and 64% respectively. (6 & 7)

On a normal bell curve, a study of male anthropometric limits in an aircraft cockpit found that only 22% of men would be excluded while 90% of women would be excluded. (8) It has been irrefutably determined that women are in fact less physically capable than men.

In the long term, the results of further study into physical standards could have wide application to the country as a whole. Physical

education programs in elementary and higher level schools may be designed to provide programs aimed at developing men and women to comparative fitness levels. This type of program, provided to children at their beginning stages of development, would allow for equal participation in society at later stages in life.

PREGNANCY

The pregnancy issue has been one of long standing, and continues to be debated throughout the Army. The Army policy that pregnant soldiers remain on active duty mirrors civilian law. The thread of "social institution" runs through this issue, as it does for many other women issues. Many soldiers argued against keeping pregnant women on active duty on the basis that they do not serve the Army mission. Army policy prevails based on interpretation of civilian court decision, and pregnant women remain on active duty. The end result is a four year average of 13% of the women force is pregnant at any given time. By FY 1985, when the Army expects to have 96,400 women, this equates to 12,532 pregnant women, almost a combat division worth.

On a personal basis opinion is generally split along age lines rather than sex lines. But at the government level the issue is of one of military preparedness, and therein is the crux of the problem. In a time of dwindling manpower resources, the Army can ill afford a division equivalent of pregnant soldiers. The very basis of the Army mission requires a deterrent force that is capable of deterring. Anyone can easily recognize that the Army is less capable if soldiers are not to perform in their skill for extensive periods of time. The end result is less personnel readiness, in a time when readiness is the key.

COMBAT EXCLUSION POLICY

In December 1977, the Secretary of the Army, acting on a recommendation from a MILPERCEN study on the Utilization of Women, approved a new combat exclusion policy. This revised policy opened new jobs to women except for those involved in offensive combat operations. Included in the closed MOS were Infantry, Armor, Cannon Field Artillery, Short Range Air Defense and Combat Engineer. The result of this decision was to open a wide (96%) range of MOS to women in any unit of the Army except those mentioned above.

To implement this decision, the Army modified two computer models known as the Womens Enlisted Expansion Model (WEEM) and the Womens Officer Specialty Model (WOSM). Both models are tied to the combat exclusion policy in that it is the basis of computation for the number of interchangeable (open to men or women) spaces. Allied with this computation are the personnel management considerations that must be taken into account to insure combat sustainment, equal promotion opportunity and rotation equity.

These programs model the enlisted and officer force levels to equalize the distribution of men and women in each skill, and where combat requirements exist, reduces the number of women participating in a skill based upon combat, promotion, and/or rotation factors. This data is fed to the Army Training Program model, which in turn, feeds the REQUEST system used by the Recruiting Command to determine recruiting objectives. In short, the WEEM/WOSM determines the best possible distribution of women soldiers based upon the combat exclusion policy and personnel management constraints mentioned above.

The remaining question is whether there should be an exclusion policy at all. Women have traditionally participated in the military either in a paramilitary or active role. In this capacity they have been called upon to perform many support functions, but never in American history, to fight in a war. Under circumstances of an invaded country fighting for survival America would undoubtedly have women fighting, but under less than total survival, it is doubtful that women need fight in offensive combat operations. It is true that in their current Army roles they may be required to defend a position or themselves against a hostile force, however, this function is basic to being a soldier in any capacity, support or otherwise. To accomodate this possibility, the Army provides standard basic training for both men and women, wherein small unit tactic and defensive operations are taught. This training continues after basic training during the Army Training and Evaluation Program and regular field exercise.

Women's organizations and some government legalists have viewed passage of the ERA as being the answer to combat exclusion. Under their scenario, ERA insures women the equal right to volunteer for combat duty. However, under a draft environment men are involuntarily assigned to combat duties and this would necessarily apply to women also. This fact is probably the single greatest detractor from the ERA and may well defeat its ratification without some modification to resolve this issue. Even if ratified, it remains doubtful that Congress or America will send their daughters off to war.

In November 1979, the House Armed Services Subcommittee on Military Personnel heard testimony to repeal the statutory combat exclusion policies

of section 6015 and 8549 Title 10 US Code, precluding women from assignment to duty aboard aircraft engaged in combat missions and permanent assignment aboard Navy vessels, except hospital ships, transports and vessels of similar classification which are not expected to be engaged in combat. The Army's 7 December 1977 Combat Exclusion Policy accomplishes the same objectives as the statutes. While the results of this session have not been reported out of committee, Congress, in March 1980, made it abundantly clear that they will not register women for the draft, nor allow them to be drafted. In a vote of the House Armed Services Committee the committee was 11 to 1 against registration of women. This decision raises what is an almost certain court case; if men are involuntarily registered, then women should be also.

FRATERNIZATION

A gender free issue of huge proportions to the Army is that of fraternization, or as outlined in a November 1978 change to Policy and Procedure, AR 600-20, Army Command, Senior Subordinate relations. Fraternization had not been a burning issue until the Army began increasing the number of women soldiers. Now because of these young women, fraternization, and sexual harrassment loom as a serious problem to order and discipline in the ranks.

Order and discipline are military terms of long standing. The tradition of the order and discipline concept may well be what causes the apparent difference; the young reject it, the old accept it. Familiarity, under whatever guise, cannot be tolerated in an organization that requires strict adherence to rules. Common sense must prevail.

To do this, the Army must teach new soldiers that this relationship is inherent in being a soldier. From enlisted basic training to the Officer Basic Course, a clearly taught lesson in the responsibilities of a superior/subordinate could reduce this problem. Clear policy statements in conjunction with AR 600-20 included in the in-processing stage of newly assigned personnel might also help to resolve this problem.

Now at the forefront of the fraternization issue comes sexual harassment. This subject has received considerable coverage in military publications, and has been the subject of official policy statements from the Army's highest levels. The Army of course cannot tolerate sexual harassment among its soldiers and is moving to stem this problem through command channels. This situation could however be the catalyst to a lessening of the fraternization problem. The end result may well be that the increasing number of women soldiers are beginning to gain some respect from their male counterparts. The issue is not resolved but the signs are encouraging.

TRADITIONAL VERSUS NONTRADITIONAL ROLE

One thing clear about the former role women played in the military is that they have generally filled medical or administrative skills almost exclusively. When still alive, the Womens Army Corps was a women's institution, supported by women, for women. The traditionalism attributed to women and their work was acceptable to both men and women, and until the Army began receiving greater numbers of women, was simply the way it was.

Now, under the current system, except in offensive combat positions, women may serve in a wide variety of traditional (Administration and medical)

and nontraditional (police, communications, logistics) roles. Clearly, the Army seeks women in these nontraditional roles to meet strength requirements. With dwindling civilian male resources, women are a large civilian resource from which to draw.

This, however, creates another series of problems to be considered. It appears, except for a few adventurous souls, there is an insufficient number of women who want to work in non-traditional skills. From all indications women are gravitating toward their traditional role of administrator in their nontraditional skill. Personnel management officials have found that after the glamour of being different wears off, their attitudes toward their work changes and they try to migrate to less physical, environmentally warm jobs. This is not to say that all women do, but a large enough number that it is a problem to be reckoned with. (22)

To solve this problem, the Army has instituted strict reclassification requirements that limit the migration of soldiers from one skill to another. This in effect retains women in nontraditional skills by denying them access to a more traditional job.

This problem cannot be avoided. The Army through its all volunteer experiment, has been forced to lower its strength levels and enlistment standards in order to recruit sufficient numbers of soldiers. Since women cannot enter combat skills, recruiters have been forced to steer men to combat skills, requiring greater numbers of women to become truck drivers, mechanics and the like. On the surface this is not bad, but, a recruiter cannot adequately explain, and a recruit cannot easily understand that these jobs require basic field soldier skills. When a soldier is in knee deep

mud, in the rain, in 40 degree temperature, trying to repair a tank track, it is not what they envisioned a mechanic to be.

Of a much more serious nature, and one that has been studied for over five years, is the maximum content of women in combat support and combat service support units. The Training and Doctrine Command has tried twice to define this content, with both studies reduced to subjective conclusions and recommendations. (23 & 24) The Army Research Institute studies entitled MAXWAC and REFWAC resulted in the same subjective answers. (25 & 26) It appears the answer is not attainable objectively, because the only true objective test is war.

Yet the anxiety of the content question persists. As the number of women continues to increase, they increase only in the combat support and combat service support units. While it is true that by 1985 women will comprise 12% of the overall Army, the true statistic should be calculated only on the 58% of the Army in which they may serve. So, rather than the 12% against the total Army population, in fact, the true statistic is much closer to 25% of the combat support and combat service support units. It should be noted here that the 25% figure is surprisingly close to the study conclusion of both the TRADOC and ARI reports previously mentioned.

Is this a serious state of affairs? The consensus is probably not, based upon the projected FY85 strength of 96,400 Army women. What is serious is that there does not appear to be anyone who knows for sure. The current projections are based upon a "best guess" by the Department of Defense in their mandated women end strengths.

The Army needs women in the nontraditional skills in order to meet the requirements generated by the steering of men into Combat Arms. Women do not appear to be interested in enlisting in skills that require extended field duty, are physically demanding, or are under adverse conditions. Witness the FY79 89% enlistment rate.

Under the auspices of DOD, the Rand Corporation is currently conducting a study in the area of women in nontraditional skills. Hopefully the results of this study effort will offer some solutions to the problem. (27, 28, 29)

CONSCRIPTION

As this thesis is being written, the battle rages between the Administration and Congress on the conscription of women. In his 18 February 1980 address in response to the registration issue, President Carter called for the registration of 19 and 20 year old men and women. The President stated: "My decision is a recognition of the reality that both women and men are working members of our society. It confirms what is already obvious...that women are now providing all types of skills in every profession. The military should be no exception." With this statement, the President has touched off a debate between the Houses of Congress, women's organizations and the American people. Congress has already rejected the registration of women in a 11 to 1 vote of the House Armed Services Committee, Subcommittee on Military Personnel. (27) The American Civil Liberties Union has already vowed to challenge in court any registration plan that does not include women. Both Eleanor Smeal (pro) and Phyllis Schlafly (con) have made strong statements for and against registration. Weekly national

journals and newspapers have editorialized the issue. Letters to the Editor columns are full of pro and con views; it appears no one is devoid of an opinion on the registration of women.

As has already been demonstrated in this thesis, the Army is fully committed to 96,400 women soldiers by FY 1985. Each of the other services are equally committed to increasing their current numbers of women to the highest level ever. Department of Defense has requested repeal of Title 10 U.S. Code restrictions on the use of Navy and Air Force women aboard ships and aircraft. The entire Defense Department is fully five years down the road in their women's programs and destined to do more in the future. Or at least until now; Congress, with their vote against registration, may have applied the brakes. Yet, they have supported or at least condoned the Defense Department's plans to continue to voluntarily enlist women. The distinction seems to be in the word "volunteer." As long as women are able to choose their destiny, Congress will not oppose their constitutional right to do so. Where then does this leave men who may yet be required to register? Undoubtedly in the courts.

Since the Army is fully committed to a strong womens program, it must, I think, support registration of women for the draft. Now that the Administration and Congress have assumed their rightful role of providing mobilization resources for the services, the Army is best served to sit back and let the politicians resolve the issue. (28, 29)

Overview of FY 1979 Women Program

Finally, at inclosure one is a detailed summary of where the Army is in reference to women. It is, I think, the best possible outline of

each part of the personnel management system and demonstrates in charts and graphs the status of each program. It is provided for the reader's information as a snapshot of the status of women soldiers in FY 1979.

This snapshot was developed by the staff of the Assistant Secretary of the Army for Manpower, Rescue Affairs and Logistics.

END NOTES
CHAPTER THREE

1. Health of the Army, Surgeon General, Patient Administration and Biostatistic Activity, Fort Sam Houston, Texas, (Monthly).
2. Psychiatric Hospitalization of Females in the Army, Walter E. Dattel, Jesse J. Harris, Joseph M. Rothberg, Department of Psychiatry, Walter Reed Army Medical Center, Washington, D.C., 1977.
3. Letter, Joseph M. Rothberg, PhD, to the Author, 22 May 1977.
4. History of Psychiatry in the Womens Army Corps, Albert Preston, Medical History Branch, Department of the Army, Fort Detrick, Maryland, unpublished, 1946.
5. The Womens Army Corps in Neuropsychiatry in World War II, Margaret D. Craighill, Government Printing Office, Washington, D.C., Vol. I, pp 417-463, 1966.
6. Muscular Strength of Women and Men, Lloyd L. Laubach, PhD, Wright Patterson Air Force Base, AMRL-TR-75-32, pp 85.
7. "A Case Against Women in Combat," George Gilder, The New York Times Company, 1979, Parameters, Vol. IX, 3, September 1979.
8. "Women in the Army," Army Personnel Letter, Deputy Chief of Staff for Personnel, No 12-79, December 1979.
9. Utilization of Women in the Army, U.S. Army Military Personnel Center, June 1977.

10. "Congress Votes Against Registration of Women," Kansas City Star/Times, March 1980.
11. "New Directions for Equal Opportunity," M. Kathleen Carpenter, Defense 80, February 1980.
12. "Views Divided on Women in Combat," Army Times, 26 November 1979.
13. "DOD Chided On Women in Combat Plans," Army Times, 3 December 1979.
14. "Women In Combat: No Easy Answers," Army Times, December 1979.
15. "ERA, Could Be A Casualty of Conflict Over Combat Role," The Kansas City Times, 31 January 1980.
16. "Troops Hit Favoritism," Army Times, 16 April 1979.
17. "Women In The Army: An Update," Martin Blumeson, Army Magazine, May, 1979.
18. "End To Sexual Harrassment Ordered," Army Times, 14 January 1980.
19. "Fraternization," Soldier, Sailor, Airman, Marine, June, 1979.
20. "Women GIs Cite Sexual Harrassment at Army Bases," The Washington Post, 29 January 1980.
21. "Panel Told of Sex Incidents," Army Times, 25 February 1980.
22. "Army Programs For Women Falter During First Year Test," George G. Wilson, The Washington Post, 23 April 1979.
23. Maximum Number of Women In CS/CSS Units, TRADOC, 1975.
24. Evaluation of Women In The Army, U.S. Army Admin Center, Ft Benjamin Harrison, Indiana, March, 1978.
25. Women Content In Army Units, MAXWAC, Army Research Institute, 1977.
26. Women Content In The Army, Reforger, 77 (REFWAC), Army Research Institute, 1977.

27. "Enlistment For Women Eased Again," Army Times, 28 March 1979.
28. "Women Strength Goal Held Shakey," Army Times, 30 July 1979.
29. "Projected Increase of 35,488 Women," Army Times, 7 January 1980.

CHAPTER FOUR

CONCLUSIONS AND RECOMMENDATIONS

As has been clearly demonstrated throughout this thesis, the Army has gone from absolute aversion to women in the ranks, to the current plans to expand their role in a broad range of occupational specialties. Over the thirty-eight years women have been part of the Army, a steady transition has been made to where we can now consider women to be fully integrated into the Army. In fact, as has been widely touted in recent Administration and Congressional hearings, the Army is not an Army without them. Furthermore, the current plans are to increase Army women's participation to the 96,400 level by FY 1985. When all services are considered, the figure raises to 238,000 women, 13 percent of the forces, by FY 1985. There can be no question that women are part and parcel to the defense of the nation.

What conclusions then can be drawn from this thesis that can assist in further assimilating women into the Army?

Since World War I, when organized groups of women first began to seek military roles, the greatest impediment to including women in the Army has been men. From General's Pershing to MacArthur, there was a steady and sincere campaign against women, that could best be characterized as the male bastogne. The Army during those years was small, truly physical, and for the most part unto itself in small, out of the way places. Communication systems were few, and other than through newspapers, Americans did not hear a great deal about anything, much less the Army. Only in the

time of World War I was there even a consciousness about the military, and then only because it touched more civilians through its recruiting campaigns. There was no draft. The average American had no radio to speak of, nor television, or telephone. Life was small town. America was unto family and friends.

However, with World War II, the completion of life began to change. Suddenly, America needed a great deal of manpower to operate, not only for the Army, but for industry in general. Technology began to surge at a faster and faster rate. Systems began to overpower people. The Army was in need of men to send overseas, yet there was a limit to the numbers of men available. Finally, in 1940, General George C. Marshall, a man who has been credited with a great many important accomplishments, turned his focus for more manpower to women. Through his efforts, and recognition that he indeed had a viable untapped resource in women, General Marshall set into motion, albeit incrementally, the present women of the Army. He should be credited with opening the floodgates.

Now, 40 years after General Marshall began the flood, not much has really changed. The same basic problems exist today as existed then. Women still get pregnant, still do not have proper field uniforms, still have more medical problems, are no stronger, still are harrassed and cannot serve in combat skills. But most of all, they are still not accepted by men. Thirty-eight years is a long time. American society has changed significantly in these years. Everything around us has changed, yet nothing has changed. Women soldiers are still not accepted by men.

Through the 50's and 60's women were unto themselves. They had established for them and themselves, the Womens Army Corps, a military organization within a military organization. Women had their own post in Ft McClellan, Alabama, and served almost everywhere men served. While they made up less than 2% of the overall Army strength, they could occasionally be seen at various installations working along side men in a variety of occupations. Their Director was firmly entrenched within the Deputy Chief of Staff, Personnel and was in effect Commander, Womens Army Corps. She ruled the roost as pertained to women; out of sight, out of mind.

What perpetuated all of this was the draft. Adequate numbers of men, of whatever quality, from whatever background, were always available at the call of the Army. A seemingly limitless supply of young men, who the Army could put anywhere to do anything.

What changed all of this was Viet Nam. As America got deeper and deeper into that war, Americans began to pull further and further away from the war. The draft became something less than pleasant and men became less and less willing to accept it. Finally, as the war drew to a close President Richard Nixon allowed the Congressional draft authority to lapse. The Volunteer Army was born.

However, men were still not interested in being soldiers in the numbers that were needed. What's more, demographic population data showed that the situation on available enlistment eligible men was going to get worse. This situation continues today and because of this, the Army continues to increase its women content.

The Army should be thankful that women are interested in serving. If we did not have them, we would be short 55,000 more enlisted soldiers than we are now, there would be many more empty spaces in divisions and garrisons alike.

Reflecting back on chapter three of this thesis, there are some remaining issues that deserve recommendations.

First, the magnitude of women's health needs to be calculated. Moreover, the calculation must take into account the effect of being a soldier, in combat, and the physical problems it might entail for women.

Second, physical standards by MOS must be established by MOS forthwith. This study has been on going for well over three years. A definitive series of physical standards that will qualify enlistees, physically train soldiers and maintain a soldiers fitness level are absolutely necessary; the sooner the better.

Third, the idea that pregnant soldiers may again be involuntarily discharged is dead. There is adequate legal precedent now that even to whisper the issue would meet with strong opposition. Pregnancy is a temporary medical disability; pure and simple.

Fourth, the Army should take no further action on the combat exclusion policy until Congress decides what to do with the Department of Defense amendment to Title 10 U.S. Code for the Navy and Air Force. The Army is on solid ground in mirroring the Congressional restrictions of Title 10 in its own policy. There should be no further action on this issue until Congress directs otherwise.

Fifth, the Army must make a concerted effort to steer women to those skills that are nontraditional. Commanders must use women in the skills for which they have been trained. No amount of cross leveling, unchecked migration or occupational mismatch will resolve our shortage problem unless those soldiers who are enlisted for the skill in fact work in the skill.

Sixth, the conscription situation may create a creditability problem for the Army. While we now have significant numbers of women in many occupational areas, they must all be volunteers. If men are involuntarily registered for conscription contingencies, women should be also? To the Army it should not matter, so long as the requirement for mobilization is met. There are an adequate number of occupations to be filled by both men and women.

In closing, the purpose of this research has been to offer a perspective on the role women play in the Army. It has been a most enlightening experience for me, and will hopefully give pause to someone who follows me to go further than this thesis has gone. As I stated at the outset, I did not intend to cover every aspect of what women have contributed to the Army. I have however, tried to give a balanced view of the history and present circumstances of women soldiers. No other Army has ever tried to do what the United States Army has done. We should be proud of what we have accomplished. It has made me a believer.

BIBLIOGRAPHY

- Blumenthal, Walter Hart, Women Campfollowers of the American Revolution, Arno Press, 1974.
- Craighill, Margaret D., The Women's Army Corps in Neuropsychiatry in World War II, Government Printing Office, Washington, D.C. Vol I pg. 417-463, 1966.
- Hargreaves, Reginald, Maj., "Women-at-Arms," Royal United Service Institute Journal, 101: 1-10, February 1956.
- Johnson, Jesse J., Black Women in the Armed Forces, 1942-1974: a Pictorial History, Hampton, VA.: Johnson, 1974.
- Kelly, John B., Editor, The All-Volunteer Force and American Society, The University Press of Virginia, 1978.
- Laffin, John, Women in Battle, London: Abelard-Schuman, 1967.
- London Imperial War Museum, The Women's Part in the Second World War: a Selection of References, London: 1956.
- Treadwell, Mattie E., The Women's Army Corps, Washington, Office of the Chief of Military History, Dept. of the Army, 1954.
- Aber, Edward, "Women in Army Jobs," Soldiers, 29: 22-25, July 1974.
- Arbogast, Kate A., "Women in the Armed Forces: A Rediscovered Resource," Military Review, 53: 9-19, November 1973.
- Bailey, Mildred C., Brig. Gen., "Army Women and a Decade of Progress," Army, 24: 85-87, October 1974.
- Carpenter, M. Kathleen, "New Directives for Equal Opportunity," Defense 80, February 1980.
- Cavanaugh, Jr., Charles G., Capt., "The Lady and the Lanyard," Soldiers, 28: 38-39, January 1973.
- Davis, J.S., Col., "Let the Women Do It," Military Review, 31, no. 8: 25-32, November 1951.
- Downey, Fairfax, "Women in War," Army: 20-25, July 1975.
- Gilder, George, "A Case Against Women in Combat," The New York Times Company, 1979, Parameters Vol IX, 3, September 1979.
- Goldman, Nancy L., "Women in NATO Armed Forces," Military Review, 54: 72-82, October 1974.

- Halloran, "Women in the Army" Where Have They Been? Where are They Going?," Soldiers, 28: 4-17, May 1973.
- Hargreaves, Reginald, Maj., "The Intruders (History of Women in Warfare)," Military Review, 44: 88-91, December 1964.
- King, Grace M., LtCol., "Our Women Troops: Are They a Wasted Resource?," Army, 25: 8-9 June 1975.
- Laubach, Lloyd L., PhD., Muscular Strength of Women and Men, Wright Patterson Air Force Base, AMRL-TR-75-32 pp. 85.
- "On the Impact of Women in Service Academies," Washington Post, A 19, June 18, 1975.
- Revell, Joseph, "WACS in Combat. If the Army Expects its Women to Fight, Why Aren't They Trained Like the Men?," The Times Magazine, Pt. 1 February 9, 1976, Pt. 2, February 23, 1976.
- "The Equal Rights Amendment and the Military," Yale Law Review, 32: 1533-57, June 1973.
- "The Utilization of Women in the Military," American Academy of Political and Social Science Annals, 406: 107-116, March 1973.
- Wacker, Barbara, "Women Have Always Been Fighters." Armed Forces Journal International, 111: 24-25, June 1974.
- Wilson, George C., "Women Seek Equality in Combat," Washington Post, A 1, June 16, 1975.
- "Women in Defense," Commanders Digest, 18: No. 2, Entire Issue, July 10, 1975.
- "Women in ROTC," Commanders Digest, 15: 7, April 25, 1974.
- "Women in the Army," Army Personnel Letter, Deputy Chief of Staff for Personnel, No. 12-79, December 1979.
- "Women in the Armed Forces," Newsweek, 18 February 1980
- "Women in Combat", U.S. News and World Reports, 3 March 1980
- Woster, Carol, "The Women's Army Corps: The Past is Their Prologue," Army, 24: 21-27, May 1974.
- Binkin, Martin and Bach Shirley T, Women and the Military, Brookings Institution, 1977.

Datel, Walter E.; Harris, Jesse J.; and Rothberg, Joseph M. Psychiatric Hospitalization of Females in the Army, Department of Psychiatry, Walter Reed Army Medical Center, Washington, D.C., 1977.

Health of the Army, Patient Administration and Biostatistic Activity, Fort Sam Houston, Texas, Monthly.

Letter, Joseph M. Rothberg PhD to the Author, 22 May 1979.

Preston, Albert History of Psychiatry in the Women's Army Corps, Medical History Branch, Department of the Army Military History, Fort Detrick, Maryland unpublished 1946.

Utilization of Women in the Army, U.S. Army Military Personnel Center, June 1977.

U.S. Air Force Academy Library, Women in the Military, Colorado Springs: U.S. Air Force Academy, 1975.

U.S. Dept. of the Army, Army Library, Women's Armed Services Integration Act of 1948, Public Law 625, chapter 449, 80th Congress, 2nd Sess., S1641, Legislative History: Washington, 1948.

Women Content in Army Units - MAXWAC, Army Research Institute, 1976.

Women Content in the Army - Reforger 77 (REFWAC 77), Army Research Institute, 1977.

Batts, John H., et al, The Roles of Women in the Army and Their Impact on Military Operations and Organizations, Carlisle, Pa., Army War College, 1975.

Calene, Mary L., Changing Acceptable Occupations for Military and Civilian Women: The Effects of Two World Wars, Monterey, CA, Naval Postgraduate School, 1975.

Canella, Charles J., Increased Utilization of WAC, Carlisle, PA, Army War College, 1960.

Chaffin, Virginia F., The Value of Vietnamese Service Women, Carlisle, PA, Army War College, 1969.

Cook, Ralph J., Jr., The Combat Role of Women in the U.S. Army, Washington, DC, Industrial College of the Armed Forces, 1973.

Deputy Chief of Staff for Personnel, Army, Army 75 Personnel Concept, Washington, DC, 1968.

Deputy Chief of Staff for Personnel, Army, Evaluation of WAC Performance in Various MOS, Washington, DC, 1965.

Dickerson, Vera J., The Role of Women in the Defense Forces of Israel, Carlisle, PA, Army War College, 1974.

Savell, Joel M., Attitudes Concerning Job Appropriateness for Women in the Army, Arlington, VA, Army Research Institute, 1975.

Tamplin, James A., Women in the Military: a Question of Utilization, Monterey, CA, Naval Postgraduate School, 1974.

Women's Army Corps School, Women's Military Services Other Than Those of the United States of America, Fort McClellan, GA, 1963.

DOD Central All-Volunteer Task Force, Utilization of Military Women (A Report of Increased Utilization of Military Women, FY 1973-1977), Washington, DC, 1972.

DOD Interservice Working Group on Utilization of Women in the Armed Services, Report, Washington, DC, 1966.

Vaught, Wilma L., A Brief History of Women in Combat and War, Washington, DC, Industrial College of the Armed Forces, 1973.

Air Command & Staff College, Air University, A Military Dilemma: Equal Rights for Women, Maxwell AFB, AL, 1971.

General Accounting Office, Expanded Job Opportunities For Women in the Military, (draft report), Washington, DC, 1975.

U.S. Marine Corps, Committee, to Establish a Plan of Action to Increase Effectiveness in Use of Women by the Marine Corps, (no report published), Washington, DC, 1972.

APPENDIX A

INFORMATION PAPER

SUBJECT: Women Representation Statistics

ISSUE: To summarize significant personnel trends for women in the Active Army. All data are for end FY 78 unless otherwise noted.

o Accessions

- Enlisted women accessions increased in FY 78 by about 2500 over the previous year. Similar annual increases are projected through FY 83 to accomplish the Army's objective of 80K women by that year.

- To meet increased accession requirements, the Army now enlists women with high school diplomas and AFQT scores of at least 31 (Mental Category I-IIIB). This policy supplants the old policy of enlisting HSDG women with AFQT scores of at least 50 (Mental Category I-IIIA).

o Content

- At the end of FY 78, women represented about 7.4 percent of the enlisted force. The enlisted women content of the Army is expected to rise to over 11 percent by FY 83.

- Because of the rapid buildup of women in the Army, over 90 percent of the enlisted women are in grades E1 thru E5 compared to 80.3 percent for the force as a whole.

o Reenlistments

- Reenlistment rates for both first term and career women continue to decline from previous years. Particularly significant is the FY 78 career reenlistment rate of 68% for males versus 48% for females.

o CMF Distribution

- Women continue to be concentrated in traditional MOS such as administration, medical fields, electronic warfare/crypto operations and law enforcement.

o Distribution in Major Commands

- The distribution in major commands reflect the concentration of women in certain CMF and the exclusion of women from combat intensive CMF. Women content is highest in the Health Services Command - 23.8%.

o Officer Force

- Women now represent over 7 percent of the total officer force. This percentage is expected to increase to over 11 percent by FY 83.

- Women line officers becoming eligible for termination of service are retained at a higher rate (1.15) than men in the same category.

- o Enlisted Attrition

- Overall, enlisted women have a higher attrition rate than men. FY 78 cohort attrition is projected for HSDG women--42% versus 24% for male HSDG, 42% for male NHSDG, 30% for combined male HSDG/NHSDG. The major causes of female/male attrition differential are marriage, parenthood and pregnancies.

- Cohort attrition projections indicate an continued increase in attrition rate for women and a continued decrease in the attrition rate for men.

- o Promotions and other Selections

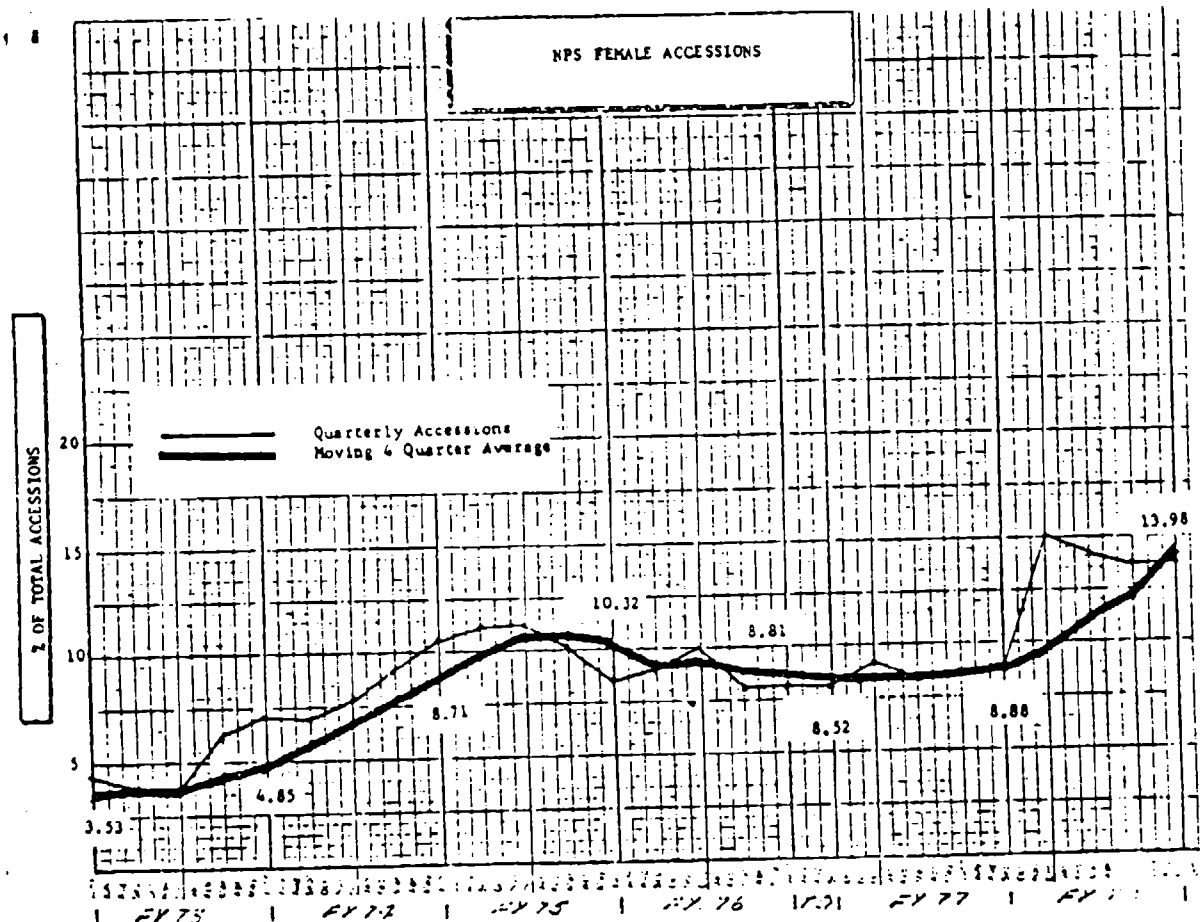
- Women officers and senior noncommissioned officers continue to experience higher selection rates than the overall population for promotions, advanced military schooling and command.

PART 1

ACCESSION PROGRAMS

This part of the report addresses enlistment trends of nonprior service women by total numbers and by education and mental category. It also focuses on women participation in precommissioning programs.

ENLISTED WOMEN ACCESSIONS



Increases in women accessions between FY 1973 and mid-FY 1975 reflect Army decision in 1972 to increase women strength from 12.4K to 24K by end 1978, and revised plan of 1973 to increase strength to 50.4K by end FY 79.

Increase in early FY 78 reflects movement to achieve the FY 77 OSD directed women strength of 80K by FY 83.

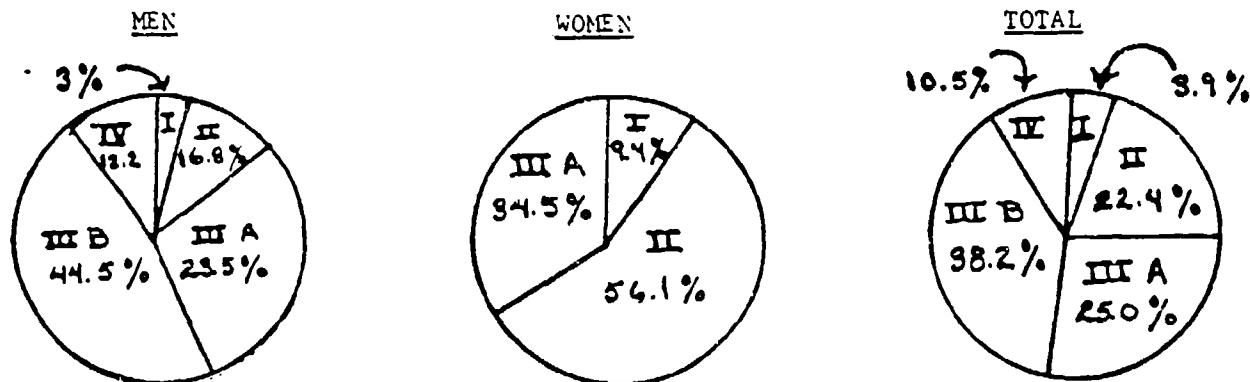
To meet OSD directed 80K women strength by FY 83, the following yearly accessions of women will be required:

<u>FY 79</u>	<u>FY 80</u>	<u>FY 81</u>	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
20K	22K	24K	25K	26K	22K

These accession figures are significantly higher than originally planned due to the unanticipated high attrition rate of women.

High School Diploma Graduate (HSDG) and Mental Category accession rates by sex.

(1) Mental Category, FY 78.



Mental Category is based upon the Armed Forces Qualification Test Score obtained from the Army Classification Battery (ACB) or Armed Services Vocational Aptitude Battery (ASVAB). Raw scores derived from the tests are converted to percentiles which divide individuals into the following categories:

AFQT Score	Category	AFQT Score	Category	AFQT Score	Category
93-100	I	50-64	IIIA	21-30	IVA
65-92	II	31-49	IIIB	16-20	IVB
				10-15	IVC

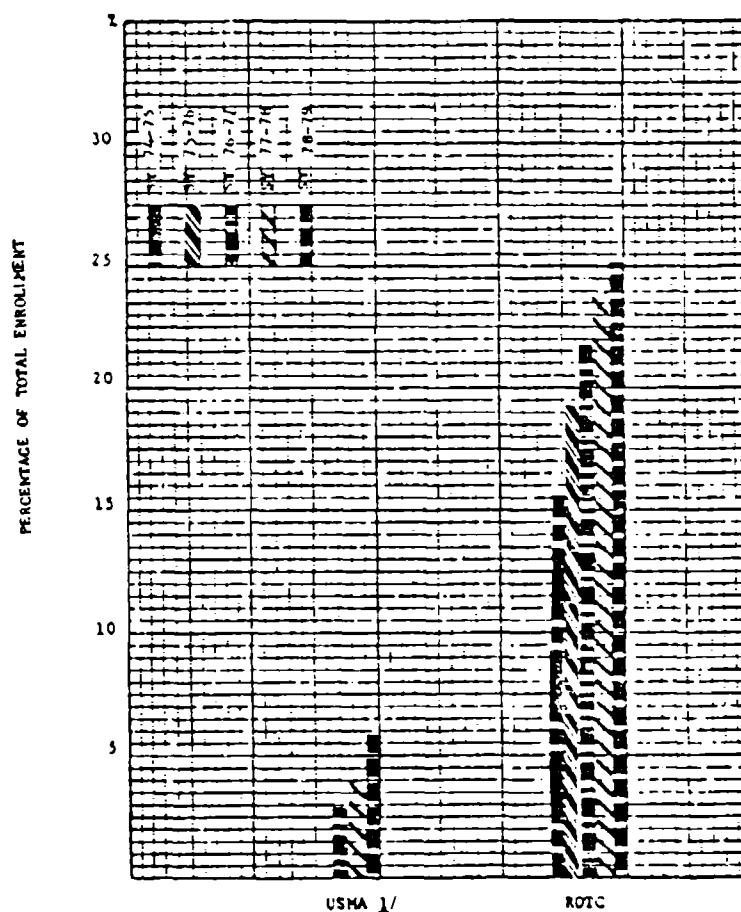
(2) HSDG and Mental Categories by Sex (%).

Mental Category	Educ Level	FY 75			FY 76			FY 77			FY 78		
		Men	Women	Avg	Men	Women	Avg	Men	Women	Avg	Men	Women	Avg
I-IIIA	HSDG	33	88	39	31	88	36	26	90	32	29	96	38
	NHSDG	20	11	19	19	11	19	14	10	14	14	4	13
	TOTAL	53	99	58	50	99	55	40	100	46	43	100	51
IIIB	HSDG	16	1	14	17	1	16	22	0	20	29	0	25
	NHSDG	20	0	18	24	0	22	28	0	25	16	0	14
	TOTAL	36	1	32	41	1	38	50	0	45	45	0	39
IV	HSDG	6	0	5	7	0	6	9	0	8	12	0	10
	NHSDG	5	0	5	2	0	1	1	0	1	0	0	0
	TOTAL	11	0	10	9	0	7	10	0	9	12	0	10
ALL	HSDG	55	89	58	55	89	58	57	90	60	70	96	73
	NHSDG	45	11	42	45	11	42	43	10	40	30	4	27
	TOTAL	100	100	100	100	100	100	100	100	100	100	100	100

To achieve and sustain the 1973 objective of 50,400 enlisted women strength by 1979 it was necessary to enlist HSDG with AFQT of 50 or above (MC I, II and some IIIA). Some GED women in these mental groups were also enlisted. Increased objective of 80,000 and high women attrition rates will require enlistment of women HSDG, MC IIIB during FY 79. No GED women have been enlisted since early FY 78.

WOMEN CONTENT IN ROTC & USMA

WOMEN CONTENT IN USMA AND ROTC
(AS A PERCENT OF TOTAL ENROLLMENT)



1/ Women enrolled at USMA for first time during SY 1976-77.

ROTC enrollment and production programs have allowed the overall women officer strength to keep pace with the women enlisted strength. Projected women accessions from ROTC and from USMA beginning in 1980 will allow women officer strength to increase proportionately with enlisted women strength increases.

PART 2

SUSTAINMENT

This part of the report addresses sustainment functions for officer and enlisted personnel and includes the following:

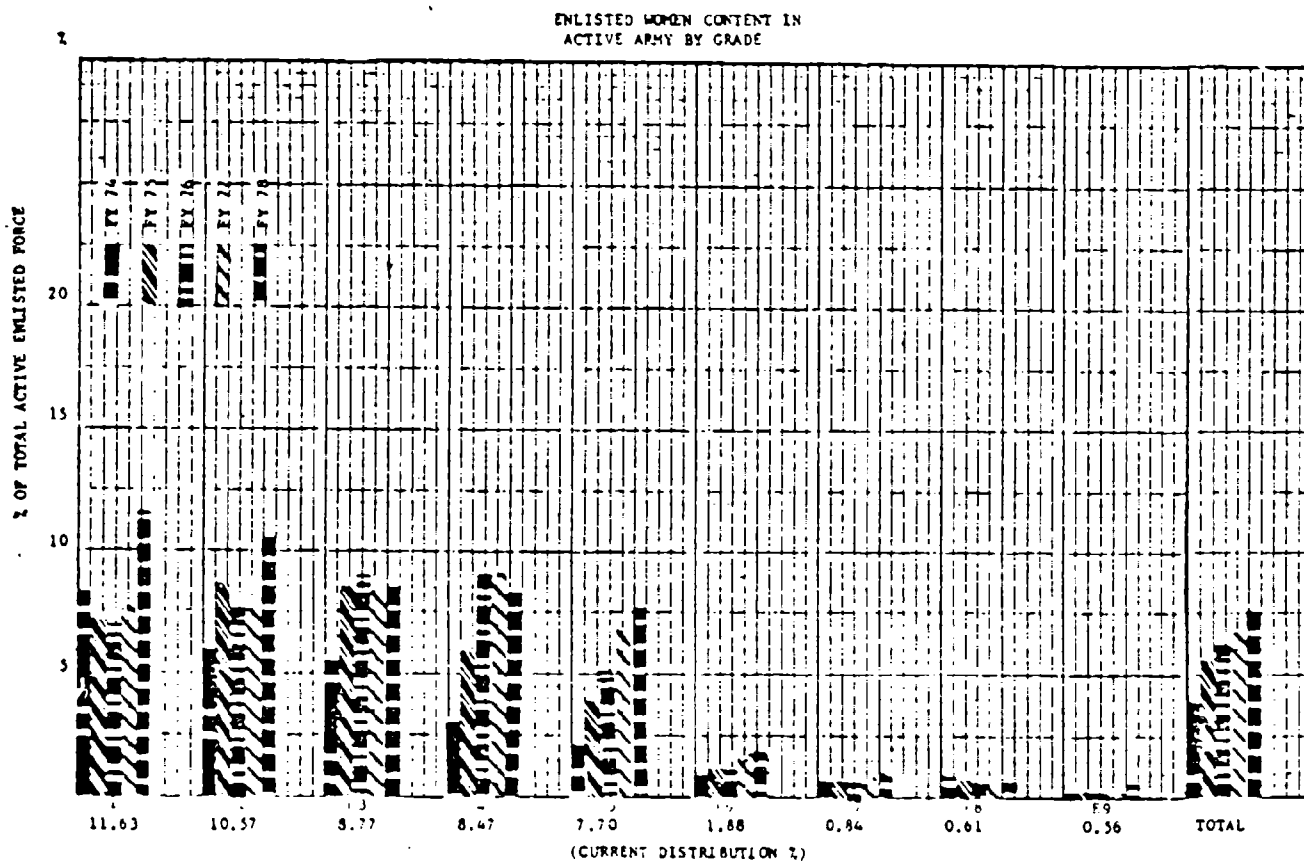
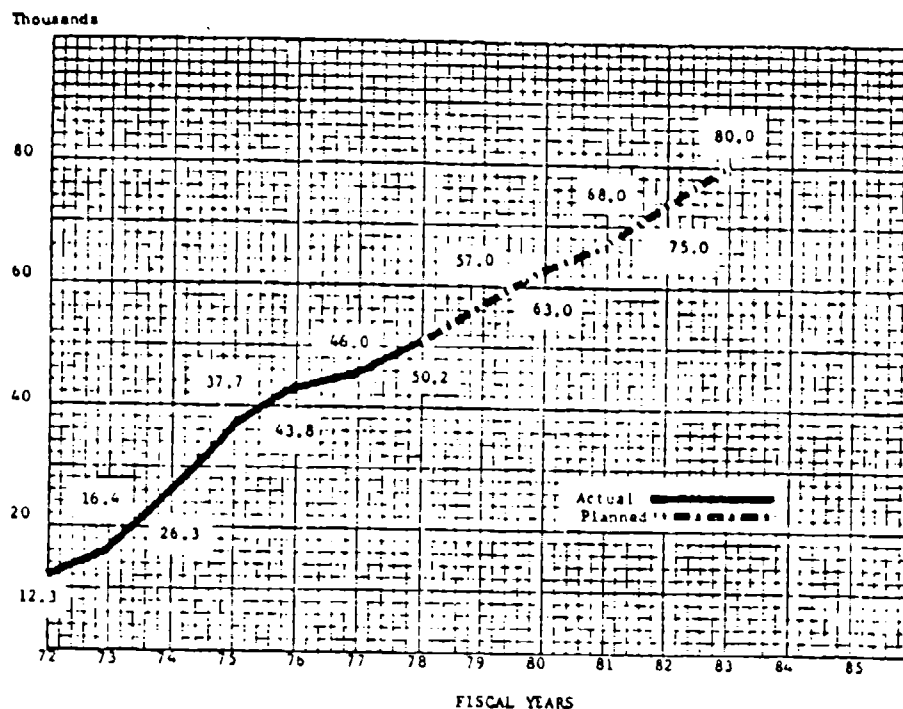
- o Enlisted Women

- Army Content
- Grade Distribution
- Reenlistment Rates
- Distribution by CMF
- Distribution by Major Command

- o Officers

- Army Content
- Grade Distribution
- Retention Rates
- Distribution by Specialty

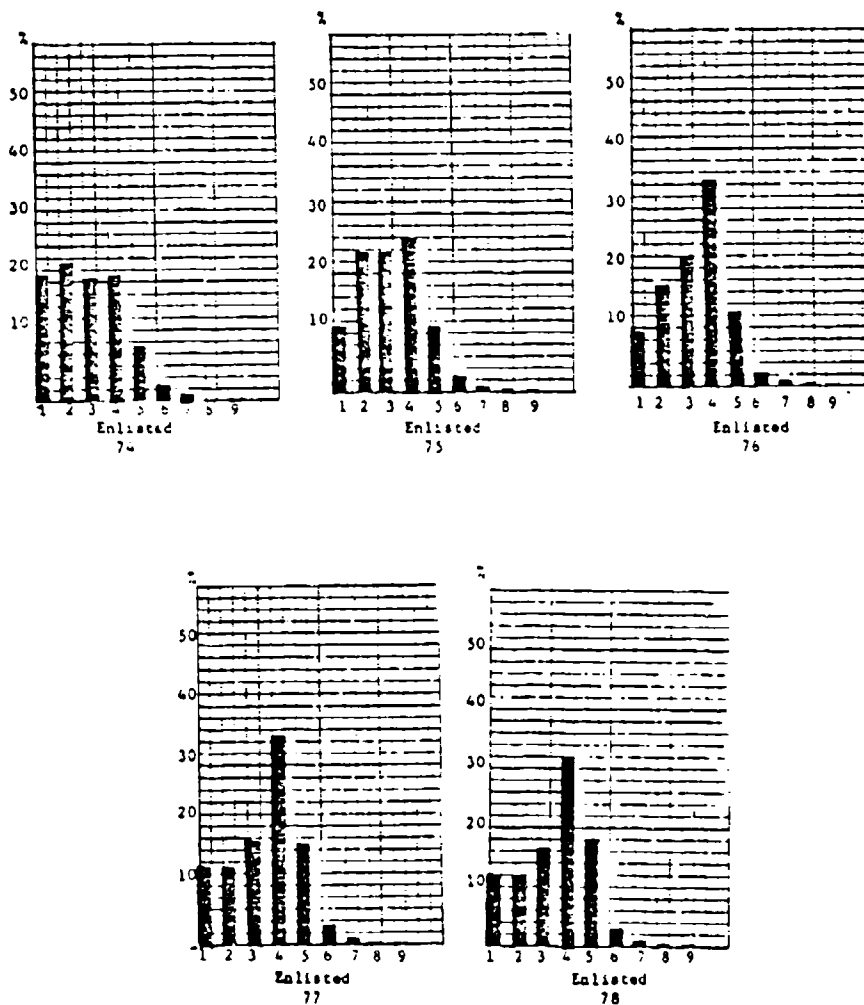
ENLISTED WOMEN CONTENT ENLISTED WOMEN CONTENT, HISTORICAL AND PROJECTED



Content has almost doubled in 4 years as a percentage of total content. By 1983 the content is expected to be over 11 percent.

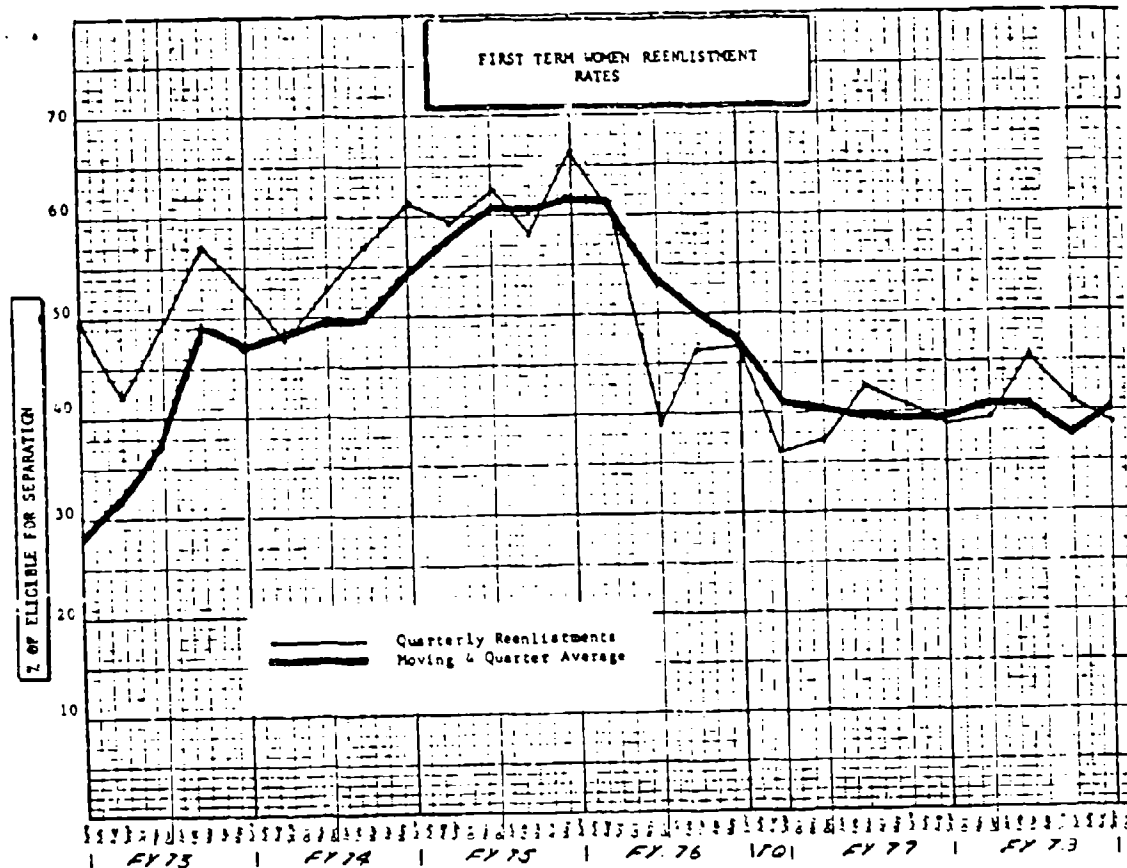
GRADE DISTRIBUTION

GRADE DISTRIBUTION AS %
OF TOTAL ENLISTED WOMEN



About 72 percent of the women in the Army are grades E1-E4 and 90.7 percent are in grade E1-E5. The total grade distribution, grades E1-E4 is 62 percent and for E1-E5, 80.3 percent. The higher percentages of women in these lower grades is attributed to the large number of women accessions in the last few years. This condition will continue until women strength levels are stabilized and a significant increase is achieved in women career reenlistment rates.

REENLISTMENTS

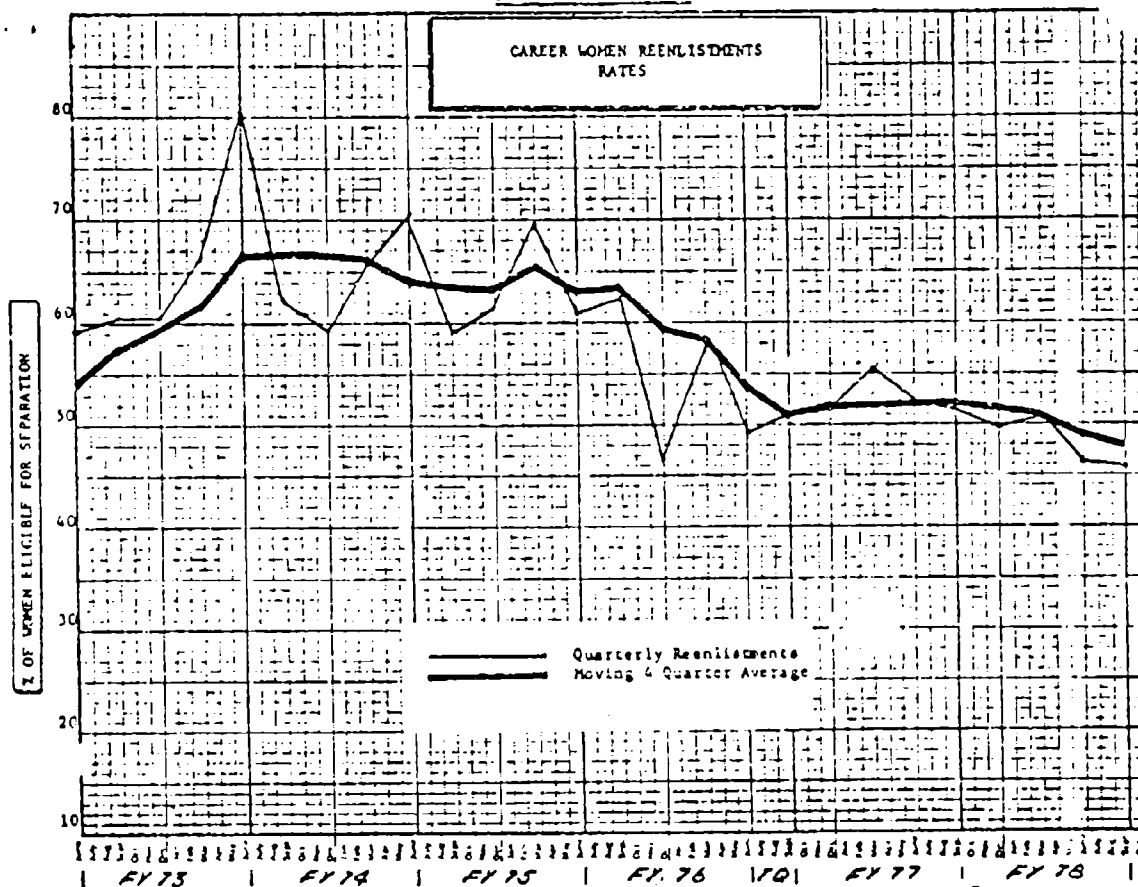


Reenlistment rates for first term women are higher than for first term men, but the differential has decreased from about 25% in FY 75 to about 10% in FY 78. For careerists, the male reenlistment rate is higher and the gap has increased from about 10% in FY 75 to about 20% in FY 78.

Comparative male and female rates for the past six years follow:

	<u>First Term</u>					
	<u>FY 73</u>	<u>FY 74</u>	<u>FY 75</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>
Male %	36.8	28.3	36.1	31.4	33.5	31.6
Female %	47.0	54.3	61.4	47.2	39.7	40.7

REENLISTMENTS



The decline in both first term and career reenlistment rates for women is believed to be attributable to the Army policy of requiring soldiers applying for reenlistment to enlist in skills the Army needs to meet its career force requirements in these skills. This requires retraining and recruitment from oversubscribed, traditional MOS to nontraditional MOS and not allowing soldiers in nontraditional MOS to reenlist for more popular and oversubscribed traditional MOS. This policy applies to both men and women.

Comparative male and female rates for the past six years follow:

	Career					
	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78
Male %	67.4	72.5	73.0	72.1	69.3	67.7
Female %	66.9	64.7	63.2	54.1	52.7	48.0

WOMEN CONTENT BY CMF

In FY 76 about 85 percent of the women on active duty were concentrated in ten of the 31 CMF open to women.

In FY 77 these same CMF were populated by 80 percent of the women on active duty and in FY 78 85 percent of the women were again in these ten career fields. This indicates a lack of progress in integrating women into nontraditional CMF. The ten CMF most and least populated by women in FY 78 are listed below:

<u>CMF</u>	<u>Title</u>	<u>Women</u> <u>Content</u>	<u>(%)</u>	<u>CMF</u>	<u>Title</u>	<u>Women</u> <u>Content</u>	<u>(%)</u>
71	Administration	13,382	(28.2)	67	Avn Maintenance	802	(4.4)
91	Medical	7,906	(23.0)	51	Gen Engr	462	(3.7)
31	Comm Operations	4,955	(9.6)	79	Recruitment & Retention	264	(3.7)
79	Supply & Service	4,763	(11.2)	54	Chemical	234	(7.1)
95	Law Enforcement	3,201	(14.7)	13	Field Artillery	189	(0.5)
64	Transportation	3,101	(11.2)	16	Air Def Arty	115	(0.7)
63	Mechanical Maint	2,113	(3.6)	23	Air Def Missile Maint	49	(1.1)
98	EW/Crypto Operations	2,098	(25.6)	33	EW/Intercept Systems	41	(3.9)
96	Military Intell	2,072	(8.8)		Maint		
29	Comm/Elec Maint	1,065	(8.8)	27	Ballistic/Land Combat	34	(1.2)
					Missile Systems Maint		

The following list shows current women participation in all CMF and planned participation in FY 79.

CURRENT AND PLANNED WOMEN CONTENT BY CMF

CMF	Title	FY 78 (Actual)		FY 79 (Planned)
		Total Auth	Women Content	Women ^{1/} Content
13	Field Artillery	39345	189	297
16	Air Defense Artillery	16890	115	189
17	Combat Surveillance & Target Acquisition	N/A	N/A	
21	Ballistic Missile Repair	N/A	N/A	
23	Air Defense Missile Maint	4386	49	179
26	Nonintegrated Radar Maint	N/A	N/A	
27	Ballistic/Land Combat Missile and Light Air Defense Weapon System Maintenance	2728	34	87
28	Aviation Communications - Electronics Maintenance	1914	131	
29	Communications - Electronics Maintenance	12092	1065	1424
31	Communications Operations	51597	4955	6638
32	Fixed Plant Communications Maintenance	(Moved to CMF 29 & 31)		
33	EW/Intercept Systems Maint	1040	41	61
35	Electrical/Electronic Instr Maintenance	(Moved to CMF 29 & 91)		
36	Wire Antenna & Central Off	(Moved to CMF 29 & 31)		
51	General Engineering	14564	462	609
52	Power Production	(Moved to CMF 63 & 51)		
54	Chemical	3315	234	298
55	Ammunition	3708	389	538
57	Field Services	N/A	N/A	
63	Mechanical Maintenance	59223	2113	2994
64	Transportation	27666	3101	3754
67	Aviation Maintenance	18170	802	1296
71	Administration	47434	13382	12362
72	Telecommunications and Audio Visual	(Moved to CMF 31 & 84)		
74	Automatic Data Processing	4641	764	1034
76	Supply and Service	42604	4763	5639
79	Recruitment and Retention	7178	264	364
81	Topographic and Engineering	1387	144	231
84	Public Affairs & Audio Vis	3122	511	649
91	Medical	34420	7906	7909
92	Petroleum	3685	296	446
94	Food Service	21743	3201	3489
95	Law Enforcement	23551	2072	2561
96	Military Intelligence	4120	719	746
97	Band	2455	335	364
98	EW/Cryptologic Operations	8190	2098	2611
00	Exceptional Management	(Moved to Appropriate CMF)		
09	Special Duty/Unknown		157	
	TOTAL ENLISTED CONTENT		50292	56979

^{1/} There was no plan or goal for women content by CMF in FY 78.

ENLISTED WOMEN DISTRIBUTION

ENLISTED WOMEN CONTENT IN MAJOR COMMANDS FY 74-FY 78

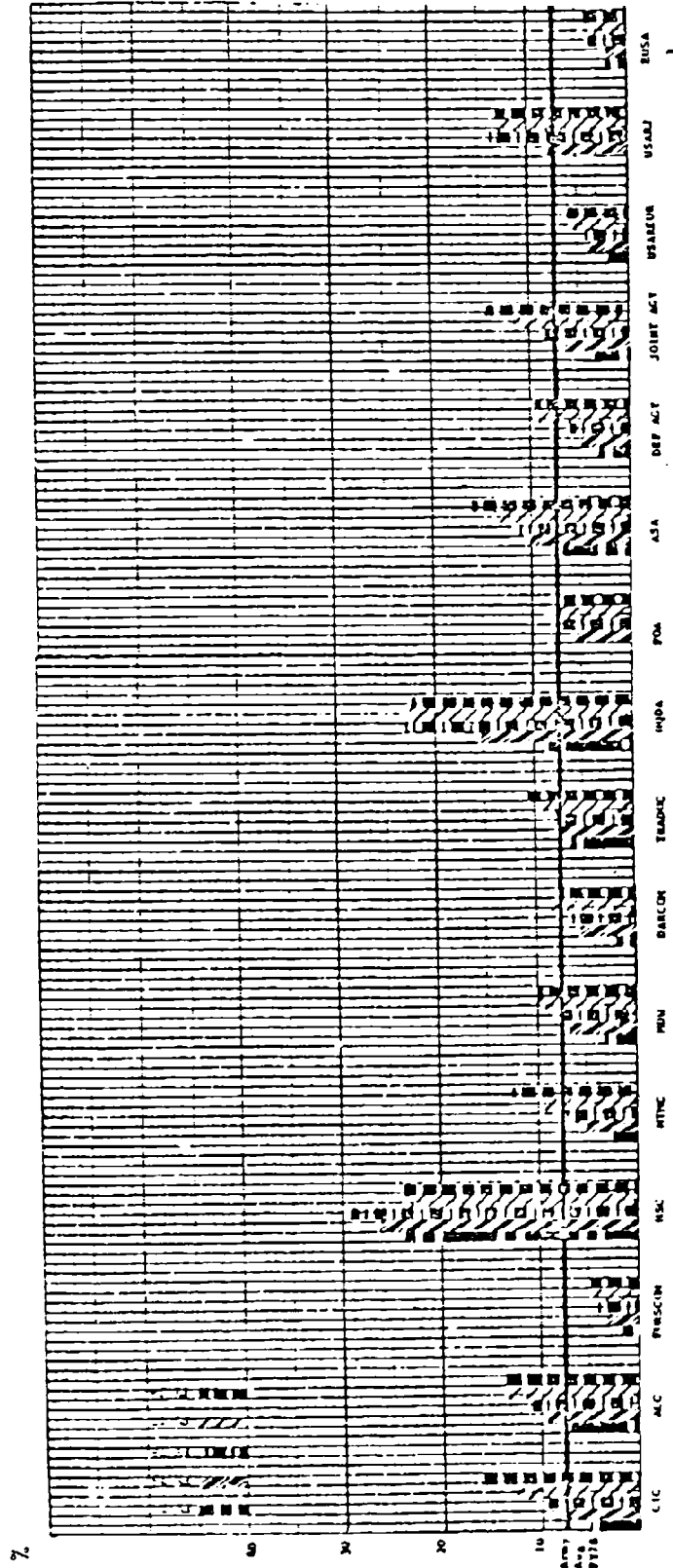
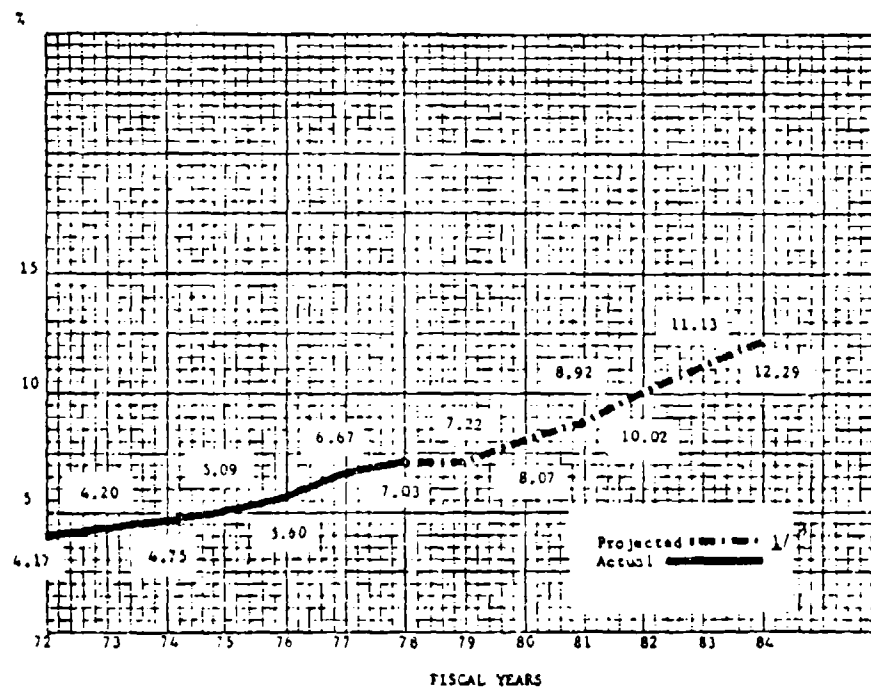


Chart shows historical pooling of women in commands that have high density of skills women have performed traditionally.

Women content growth trends in all commands reflect growth in overall Army women content.

WOMEN OFFICER CONTENT

WOMEN OFFICER CONTENT
(% OF TOTAL OFFICER CONTENT)

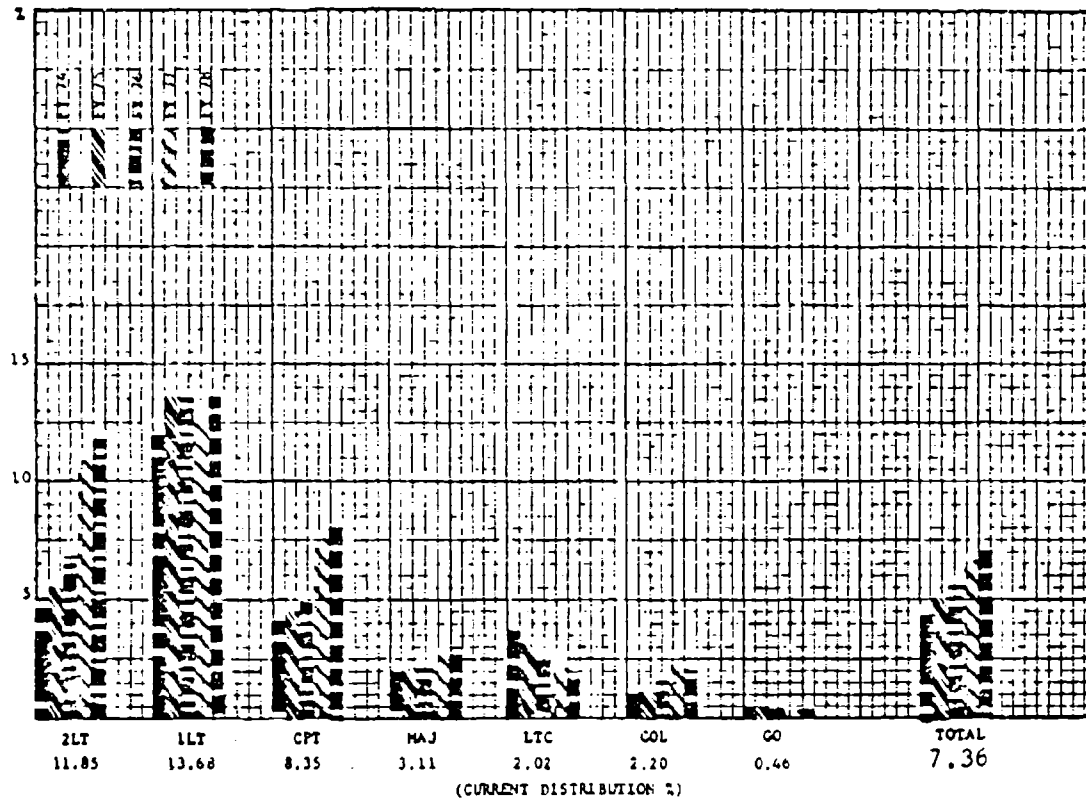


1/ No strength objective has been established for women officers.

Women officer content is now at 7.27 percent of total officer content. This rate is comparable to the present enlisted women strength. By FY 83 women officer content is projected at about 11 percent. The women enlisted strength is expected to be about 11.6 percent.

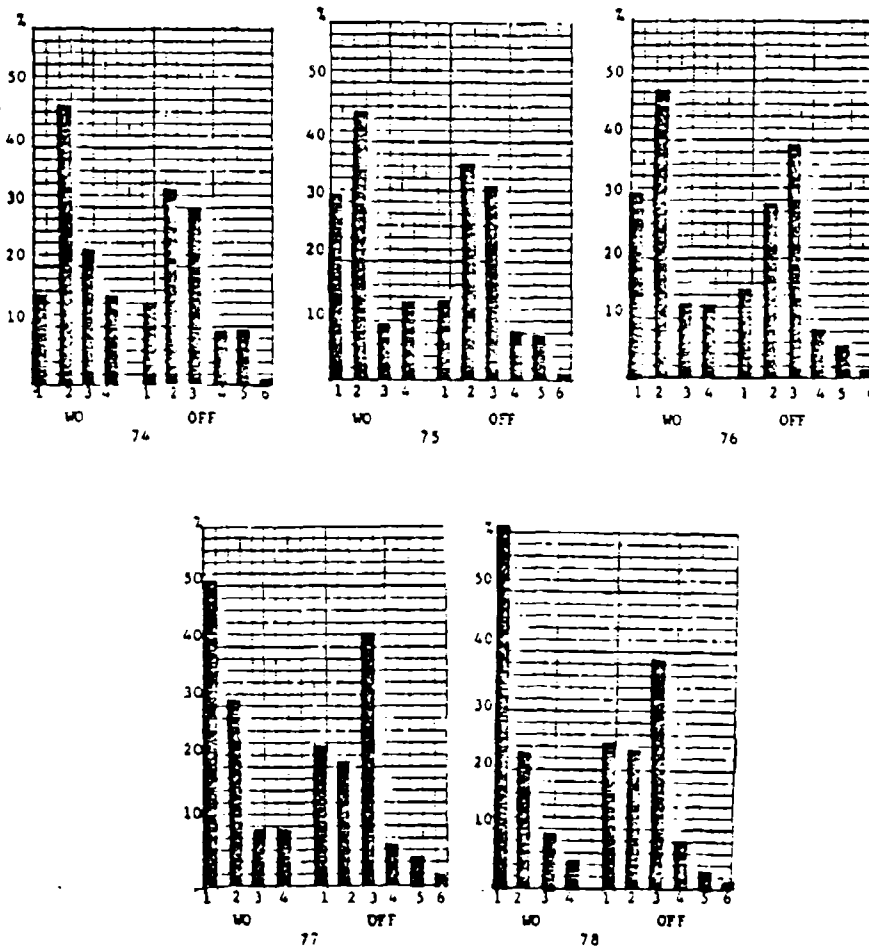
WOMEN OFFICER CONTENT BY GRADE

WOMEN CONTENT IN OFFICER CORPS BY GRADE



Number of women officers increasing in all grades except LTC. Declining number of women in the grade of LTC caused by increased time in service requirement for promotion from MAJ to LTC between 1973 and 1978.

GRADE DISTRIBUTION OF
WOMEN OFFICERS AND WARRANT OFFICERS
(% OF WOMEN OFFICERS ON ACTIVE DUTY)



The grade distribution of women officers exhibits one significant variance from overall officer distribution. While about 13 percent of all officers are first lieutenants, about 24 percent of the women officers are in this grade. Until recently all Army nurses and a large number of OPD women officers were commissioned as first lieutenants. This policy was discontinued in late FY 77. Other than in special cases, women are now commissioned as second lieutenants. Given this change, the distribution in the grade of first lieutenant should normalize over the next several years.

WOMEN LINE OFFICER RETENTION
(OTRA)

	RETENTION RATES (%) <u>1/</u>				
	<u>FY 75 2/</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
Women	69.5	71.4	Unknown	73.8	75.5
Men	52.8	61.3	66.5	63.8	65.5

1/ Rates reflect number of line officers remaining on active duty upon becoming eligible for termination of service.

2/ The fiscal years represent the years in which officers become eligible for termination of service.

Women line officers are retained at about 1.15 the rate of male officers.

WOMEN PERCENTAGE OF TOTAL OFFICERS*
IN PRIMARY/ALTERNATE SPECIALTIES

<u>SPECIALTY</u>	<u>FY 1977</u> <u>WOMEN</u>	<u>FY 1978</u> <u>WOMEN</u>
11 Infantry	NA	NA
12 Armor	NA	NA
13 Field Artillery	NA	0.1
14 Air Defense Artillery	NA	NA
15 Aviation	0.05	0.1
21 Engineer	0.9	1.3
25 Combat Commo-Elect	3.6	6.1
26 Fixed Telecommo Systems	3.7	5.9
27 Commo-Elect Engineering	0.4	0.2
28 Instructional Tech & Mgmt	3.2	3.3
31 Law Enforcement	6.4	7.7
35 Tactical/Strategic Intel	5.4	6.0
36 Counterintelligence/HUMINT	3.7	5.0
37 Elect Warfare/Cryptology	6.3	8.5
41 Personnel Management	4.0	4.3
42 Personnel Admin & Admin Mgmt	12.4	14.2
43 Club Management	5.2	7.3
44 Finance	10.6	10.8
45 Comptroller	0.7	0.7
46 Public Affairs	3.3	4.0
47 Education	0.3	0.0
48 Foreign Area Officer	0.8	0.8
49 Operations Research/Systems Anal	0.1	0.1
51 Research & Development	0.1	0.1
52 Atomic Energy	0.0	0.0
53 Automatic Data Processing	0.8	1.0
54 Operations & Force Devel	0.2	0.2
71 Aviation Materiel Mgmt	1.0	1.1
72 Commo-Elect Materiel Mgmt	2.1	3.6
73 Missile Materiel Mgmt	2.5	2.9
74 Chemical	4.2	5.6
75 Munitions Materiel Mgmt	4.1	4.6
76 Armament Materiel Mgmt	7.1	9.1
77 Tank/Ground Mobility Mat Mgmt	6.9	11.6
81 Petroleum Management	2.1	3.0
82 Food Management	11.8	12.3
83 General Troop Support Mat Mgmt	3.2	6.3
86 Traffic Management	0.5	0.5
87 Marine and Terminal Operations	7.9	8.4

<u>SPECIALTY</u>	<u>FY 1977</u> <u>WOMEN</u>	<u>FY 1978</u> <u>WOMEN</u>
88 Highway & Rail Operations	9.1	10.8
91 Maintenance Mgmt	0.1	0.1
92 Supply Mgmt	4.8	5.1
93 Logistics Services Mgmt	2.4	2.9
95 Transportation Mgmt	0.5	0.5
97 Procurement	1.3	1.5

*OPMD officers only. Does not include general or warrant officers.
Excludes officers whose specialty is unknown.

WOMEN OFFICER DISTRIBUTION IN SPECIALTIES

Women officers are excluded from assignments to the following specialties: Infantry (11), Armor (12), and most Field Artillery (13) and Air Defense Artillery (14). Women participation between FY 77-FY 78 declined in two fields, Instructional Tech and Mgmt (28) and Finance (44); and remained unchanged in nine specialties. Increases have been experienced in 36 specialties. Use of this information must be tempered by the fact that about 18,000 officer records do not reflect a primary specialty and about 45,000 show no alternate specialty.

PART 3

ATTRITION

This section presents comparative attrition statistics for men and women. Included are pregnancy incident data.

REPORTED AND PROJECTED 3 YEAR ATTRITION RATES
(AS A PERCENT OF ACCESSIONS)

Loss Cause	Education Level	FY 74		FY 75		FY 76*		FY 77*		FY 78*	
		M	W	M	W	M	W	M	W	M	W
Total Attrition	All	39.1	40.7	37.4	39.3	37.4	42.1	34.3	40.6	29.9	42.0
	HSDG	26.1	38.0	26.6	36.8	27.4	39.9	24.6	38.0	24.2	42.0
	NHSDG	50.8	58.3	50.4	58.0	49.3	55.2	46.4	56.0	42.2	
TDP	All	9.8	10.5	10.3	10.9	11.7	11.8	9.0	8.9	7.4	9.6
	HSDG	6.0	9.0	7.2	9.9	8.5	10.9	6.2	8.0	6.3	9.6
	NHSDG	13.2	20.9	14.2	19.2	15.4	16.9	12.6	13.8	9.8	
EDP	All	7.5	4.9	8.5	6.7	8.1	7.1	7.2	6.9	6.6	6.6
	HSDG	5.2	4.5	5.8	6.2	5.7	6.6	4.9	6.3	5.0	6.6
	NHSDG	9.6	7.2	11.9	11.4	11.0	9.9	10.0	10.0	9.9	
Other Adverse	All	13.2	4.4	9.7	2.5	8.9	2.9	8.5	3.6	7.2	2.9
	HSDG	7.0	3.8	5.2	2.0	5.0	2.5	4.8	2.9	4.7	2.9
	NHSDG	18.8	8.0	15.0	6.3	13.5	5.3	13.2	7.3	12.7	
Physical	All	4.3	1.3	3.5	1.6	4.5	2.6	5.2	3.3	4.1	2.5
	HSDG	3.5	1.2	3.1	1.6	3.8	2.5	4.3	3.0	3.6	2.5
	NHSDG	5.0	1.7	4.0	2.1	5.3	3.1	6.3	4.9	5.2	
MPP (Marriage, Pregnancy & Parenthood)	All	0.0	13.5	0.0	11.2	0.1	12.1	0.0	12.8	0.0	14.8
	HSDG	0.0	13.6	0.0	11.3	0.1	12.0	0.0	12.6	0.0	14.8
	NHSDG	0.0	13.3	0.0	11.0	0.0	12.6	0.0	13.7	0.0	
Other Non-Adverse	All	4.3	6.0	5.3	6.3	4.2	5.6	4.4	5.4	4.6	4.7
	HSDG	4.2	5.8	5.3	5.9	4.3	5.3	4.5	5.3	4.6	4.7
	NHSDG	5.0	7.1	5.4	8.0	4.1	7.3	4.3	6.4	4.5	

*Projected.

**Women NHSDG denied enlistment in FY 78.

WOMEN ATTRITION

Overall, women experience higher overall attrition rates than men.

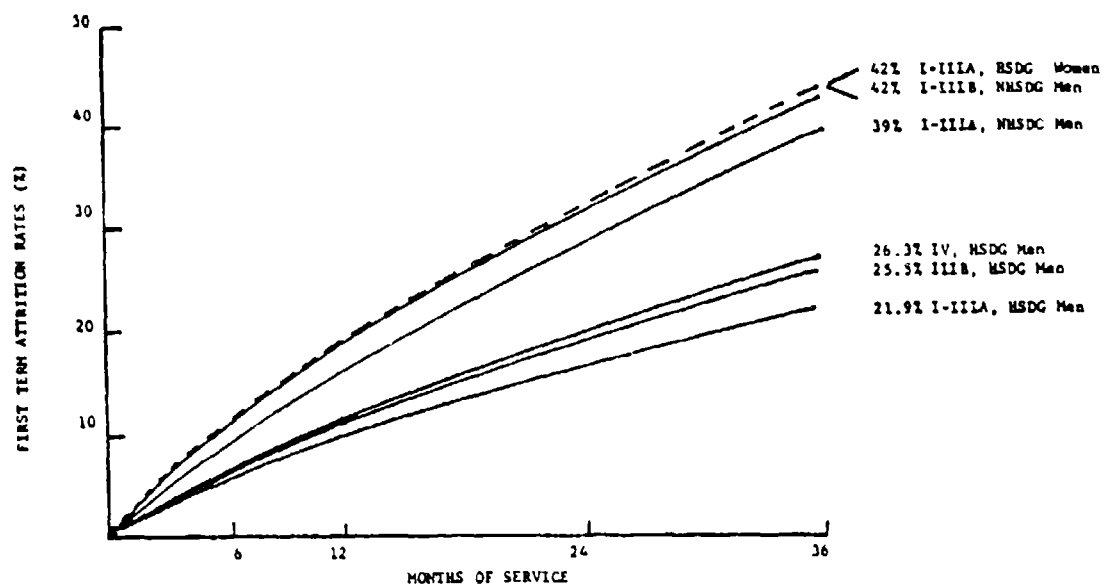
Women have traditionally experienced fewer adverse discharges than men. Difference in all areas, TDP, EDP and other adverse have narrowed between FY 74 and FY 77 accessions.

Women discharge rates resulting from physical difficulties are increasing but continue to be lower than rates for men. This could be a result of recently begun common physical training programs.

The major causes for women attrition continues to be marriage, parenthood and pregnancy (MPP).

PROJECTED FIRST TERM ATTRITION, FY 78 COHORT

FY 78



HISTORICAL & PROJECTED ATTRITION RATES BY COHORTS

	<u>74</u>	<u>75</u>	<u>76</u> <u>2/</u>	<u>77</u> <u>2/</u>	<u>78</u> <u>2/</u>
<u>Women</u>					
NHSDG I-III A <u>1/</u>	58.3	58.0	55.2	56.0	--
HSDG I-III A	38.0	36.8	39.9	38.0	42.0
<u>Men</u>					
NHSDG IV	52.0	54.4	--	--	--
III B	52.0	52.0	51.0	47.0	42.0
I-III A	49.0	47.7	46.2	44.0	39.0
HSDG IV	29.0	31.9	31.8	26.5	26.3
III B	28.0	28.9	29.0	26.5	25.5
I-III A	24.0	24.4	25.4	22.5	21.9
All Women	40.7	39.3	42.1	40.6	42.0
All Men	39.1	37.4	37.4	34.3	29.9

1/ All GED.

2/ Projected.

ANNUAL PREGNANCY INCIDENT RATES

<u>CATEGORY OF PREGNANCY TERMINATION</u>	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>	
	<u>NO</u>	<u>%</u>	<u>NO</u>	<u>%</u>	<u>NO</u>	<u>%</u>
a. Officers						
Abortion	84	1.8	90	1.7	84	1.5
Delivery	194	4.1	197	3.6	216	3.7
Separation	16	0.3	24	0.4	21	0.4
Total	294	6.2	311	5.7	321	5.6
b. Warrant Officers						
Abortion	1	3.7	1	2.8	2	3.6
Delivery	0	0.0	1	2.8	2	3.6
Separation	0	0.0	1	2.8	1	1.8
Total	1	3.7	3	8.4	5	9.0
c. Enlisted Women						
Abortion	1973	4.8	2574	5.7	2540	5.3
Delivery	1832	4.5	2904	6.4	2920	6.1
Separation	1558	3.8	1720	3.8	2046	4.3
Total	5363	13.1	7198	15.9	7506	15.7
d. All Categories						
Abortion	2058	4.5	2665	5.3	2626	4.7
Delivery	2026	4.4	3102	6.1	3138	5.6
Separation	1574	3.4	1745	3.4	2068	3.7
Total	5658	12.3	7512	14.8	7832	14.0

NOTES:

Totals do not include pregnant soldiers not terminating pregnancy during the FY.

Totals may include: (a) soldiers who could have aborted and delivered a child in same FY, (b) those soldiers who could have aborted or delivered more than once during the same FY.

PART 4

PROMOTIONS AND SELECTIONS

Selection by grade for promotion, command and advanced schooling are presented in this part.

o Selections for Promotion by Grade

- Commissioned Officers (AUS Promotions)

Selection Rates 1/

<u>Grade</u>	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>	
	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
COL	23.9	55.6	21.2	100.0	20.2	33.3
LTC	47.2	50.0	45.4	18.2	48.1	47.1
MAJ	Unavailable		58.4	68.2	60.8	63.3
CPT	90.0	86.9	90.0	97.8	90.1	95.8

- Warrant Officers (AUS Promotions)

	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>	
	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
CW4	49.0	0	51.3	100.0	60.7	100.0
CW3	64.8	0	68.2	100.0	72.1	100.0

- Senior Noncommissioned Officers

	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>	
	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
E9	34.2	28.6	40.4	63.6	32.6	52.4
E8	37.3	47.0	46.4	65.6	34.8	32.2
E7	35.5	28.6	28.4	26.8	33.0	35.1

- Command Sergeants Major Selections

	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>	
	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
	15.2	50.0	21.8	20.0	19.6	30.8

1/ Includes first time and previously considered (PZ only).

Women officers and noncommissioned officers continue to experience higher selection rates than the overall population for promotions, advanced military schooling and command. In some cases, the high comparative selection rates reflected for women are due to the small populations considered.

o Women Selected for Advanced Military Schools

- Commissioned Officers

Selection Rates

Senior Service College

SY 77-78		SY 78-79		SY 79-80	
<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
5.5	12.0	3.9	8.7	4.3	9.5

Command & General Staff College

SY 77-78		SY 78-79		SY 79-80	
<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
14.0	2.7	11.8	10.1	9.2	7.6

- Noncommissioned Officers

Sergeants Major Academy

FY 77		FY 78		FY 79	
<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
5.8	0	6.2	6.5	7.2	8.3

o Women Selected for O5 and O6 Commands

Selection Rates

O-6 Command 1/

FY 77		FY 78		FY 79	
<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
10.1	22.2	8.0	0	7.2	7.0

O-5 Command 1/

FY 77		FY 78		FY 79	
<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>	<u>Total</u>	<u>Women</u>
8.0	9.6	7.6	6.8	7.0	10.0

1/ Selection rates for women probably affected by large number of combat related commands not open to women.